

MINUTES

EXECUTIVE OFFICERS MEETING

NOVEMBER 9, 1987

PRESENT: PRES. OSBORN, SEC./TREAS. HAYNES, EXEC. V.P.S LYDON, EVERS
AND FAHERTY

Discussion took place and the Sec./Treas. Conference is cancelled and kits will be sent to the affiliates.

Discussion on George Carpenter's gas card - a letter is to be sent to him.

The new phone system was discussed.

MMS to accept AT&T's System - \$250 per month

The insurance on the building expires on Nov. 20th - discussion to change it to a fire policy.

Discussion on the Jay Maine bus payment - will pay plus sandwiches

The Exec. Officers were given a copy of An Act Establishing a Labor Court in the Commonwealth Section by Section Analysis

MMS To pay \$100 to Committee for a National Health Program

MMS to donate the old computer to Frontlash

There is no money to support the fund raising dinner at the Park Plaza sponsored by Blue Cross/Blue Shield for the US Olympic Committee

Tabled - \$1,800 for one week of Right to Housing Canvassing

Tabled - a request from Police Alliance of Boston, Inc. for an ad in their 1988 Easy to Use Street Guide & Directory

MMS to purchase the following:

one table (\$500) for the Cushing

Two tickets (100 ea.) Mike Connolly's Reception

One table will be purchased for the Coalition for the Homeless

One table (\$200) for Don Wightman's Testimonial

One table for the USA - Black Caucus of State Legislators

Five tickets will be purchased for Ted Kennedy's project request. (\$250.00)

\$200 donation will be sent to SMU for helping to correct the computer sheets
for the annual scholarship program

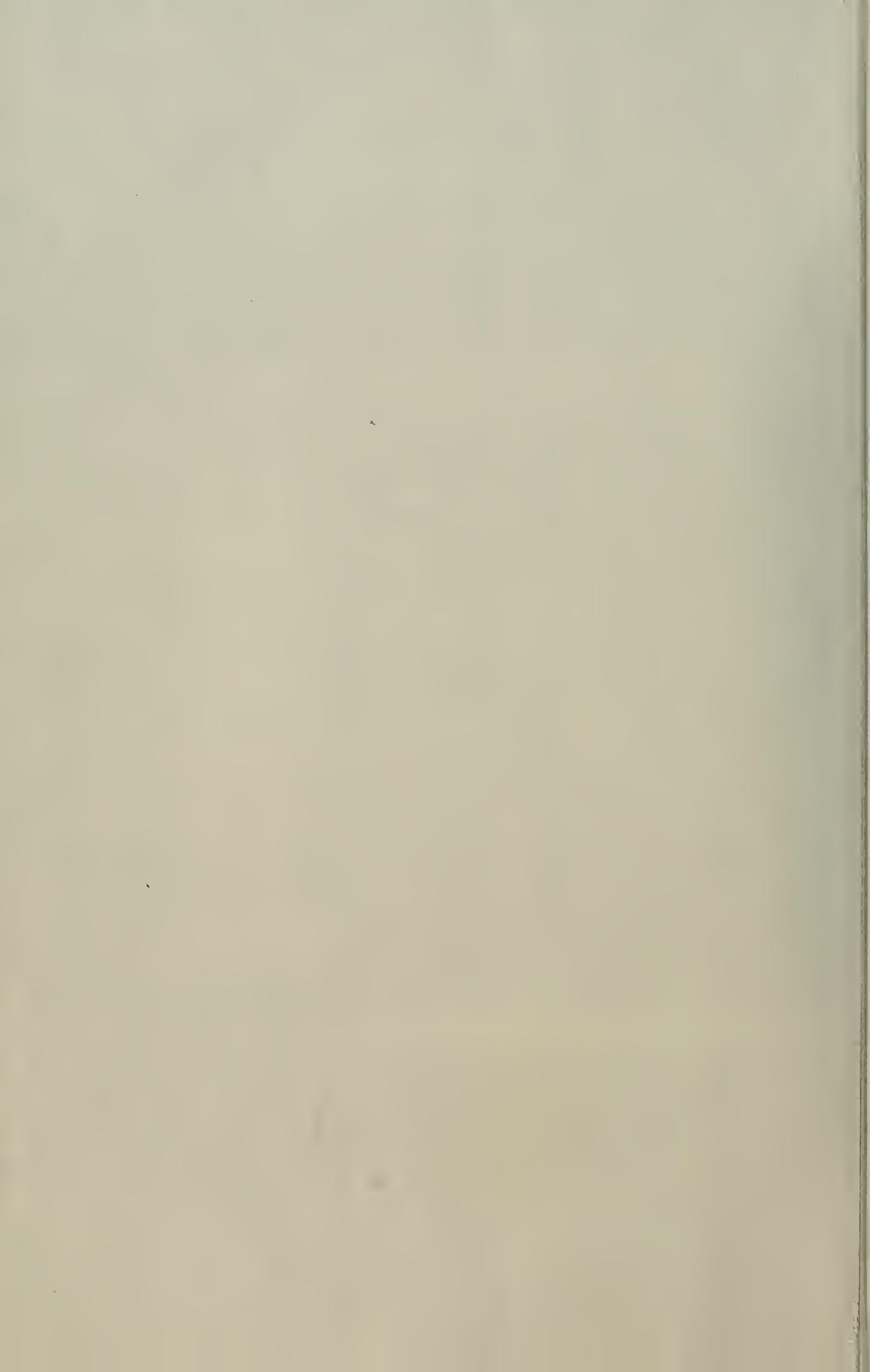
The council will purchase a ½ page ad in the Painter's ad book (275.00)

MMS that John Laughlin could purchase the materials from National AFL/CIO for Labor History in public schools

MMS for the Ind. Union Acct. pay for the booklet "Crossroads for America"
(122.50)

Discussion on Sec./Treas. Haynes compensation adjustment request -
trade benefits - no cost to the AFL/CIO

Discussion on the problem that the Brockton area Private Industry Cl. is hiring a person to do the same duties that the AFL/CIO Dislocated Workers Program does - Secretary Eustace is aware of this problem and agrees with us, he is working on taking care of this problem.



MASACHUSETTS AFL-CIO
FINANCIAL REPORT
OCTOBER 1987

	CREDITS	DEBITS
<u>GENERAL FUND:</u>		
On hand 10/1/87	\$40,599.69	
Receipts October	68,964.25	
Disbursements - General		\$ 38,637.21
Disbursements - Payroll		28,749.45
Balance 10/31/87	\$42,177.98	

DISBURSMENTS:

1.	Presidents Expenses	\$ 171.90
2.	Secretary-Treasurer Expenses	195.25
3.	Legislative Director Expenses	310.00
4.	Executive Board Expenses	602.70
5.	Tickets	550.00
6.	Donations	1,007.00
7.	Office Expenses	17.85
8.	Office Supplies	1,650.98
9.	Boston Edison	208.98
10.	Postage & Mail	1,000.00
11.	Auto Expenses	1,575.62
12.	P.R. Expenses	400.00
13.	Printing	2,715.57
14.	Conferences & Conventions	2,874.38
15.	Blue Cross/Blue Shield	4,665.00
16.	Rent	2,200.00
17.	Convention	12,209.00
18.	Office Equipment	870.80
19.	Staff Expenses	152.49
20.	Life Insurance	209.54
21.	American Express	737.25
22.	Photo Services	1,162.35
23.	Disability Insurance	590.55
24.	Pamphlets & Books	115.00
25.	Returns to Locals	150.00
26.	Payroll Service	92.00
27.	Messenger Service	44.10
28.	Bill Board	1,083.00
29.	A.T. & T.	268.50
30.	Registration Fees	50.00
31.	1987 Dues to National	20.00
32.	Subscriptions	100.00
33.	Telegrams	21.74
34.	Misc	432.66
		<u>\$38,637.21</u>

PER-CAPITA RECEIVED ON 251,997 members

ASSETS:

Boston Safe Deposit	\$53,700.23
State of Israel Bond	1,000.00
Dept. of Labor	400.00
Petty Cash	100.00
Money Market Account	7,406.69
	<u>\$ 62,606.92</u>

	CREDITS:	DEBITS:
<u>VOTER REGISTRATION:</u>		
On hand October 1, 1987	\$58,415.44	
Receipts - October	4,874.72	
Disbursements		\$ 3,312.16
Balance 10/31/87	\$59,978.00	

SUMMARY OF DISBURSEMENTS:

Worcester C.L.C.	250.00
Durochers Catering	700.00
Kenneth Mangan (Retiree's Coordinator)	300.00
Gem Giftwares	1,026.79
Donations	300.00
Mailings	650.00
Staff Expenses (Travel)	85.37
	<u>\$3,312.16</u>

PENSION PLAN:

Balance for October	\$2,413.54
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Building Committee
November 17, 1987 - 9:00 A.M.

Present: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P. Evers, Lydon, Faherty, V.P. Joyce, Walsh and Rob Coughlin, Peabody & Arnold

DISCUSSION RELATIVE TO BUILDING

1. Spread sheet - relative costs and revenue - revised proforma (Adler Blanchard & Co.)
2. Real cost to council - carrying costs - negative cost flow plus rent.
3. Costs of additional financing.
4. Possibility of bringing in partners to help complete building.
5. Alternatives:
 - A) RBA for liquidation
 - B) Bankruptcy relief
 - C) possibility of raising upwards of one million in revenue - consensus that it would be impossible
 - D) discussed lower remodel price - determine not feasible
6. Individual trustees and officers discussed consequences of involvement in property and associated liability - general sense of shock relative to previous understanding of financial condition.
7. MMS Evers to have package of previous minutes of meetings made available to officers.
8. MMS-Evers to recommend to Executive Board not to go forward with the renovation of building after extensive discussion with legal council Rob Coughlin of Peabody & Arnold and after reviewing revised proforma prepared by Adler Blanchard and Co.

Unanimous vote on motion.

9. MMS to recommend to Executive Officers that we begin to explore disposition arrangements with the BRA for transfer of property and termination of the Council's contractual and other obligations. In addition the recommendation will include discussions with the Bank of New England and any other appropriate parties.

Unanimous vote on motion.



AFL-CIO

LOCAL No. 57

International Chemical Workers Union

427A BROADWAY
EVERETT, MASSACHUSETTS 02149



October 28, 1987

Arthur Osborn, President
Mass AFL-CIO

Arthur:

In our labor dispute with Monsanto, Local 57 ICWU, learned a great deal about the labor movement within Massachusetts and I would like at this time to tell you our feelings.

In the beginning of the strike, Local 57, floundered as we sought backing for our battle with Monsanto and their corporate policies, never having been through this type of situation before we were operating in uncharted waters. We, as the leadership of the Local never lost sight of what our goals or the goals of our members were in this struggle, but to publicize these goals to other UNIONIZED people was a constant problem.

After discussing our strike with you and explaining our dilemma, you offered the services of the Mass AFL-CIO to stand behind us and carry our strike from obscurity to state wide exposure, which definitely had an impact on Monsanto's attitude towards the concessions they were demanding of us. Your assistance as the President of Mass AFL-CIO was greatly appreciated by myself and the members of Local 57. We would also mention that John Laughlin and Rich Rogers deserve high praise and credit for the time and effort that they put forth in helping to bring about a successful conclusion to our strike.

At a time when members of my Local are questioning the motives and solidarity of our own International Executive Board, you and your leadership team have reaffirmed our convictions that solidarity for Union members is not just a catchy or trendy phrase, but is a reality in the state of Massachusetts.

In Solidarity forever,

Kevin M. Murphy
Kevin M. Murphy, President
Local 57 ICWU

AKO - please advise
Loh

Giro wants to
meet w.

AKO
RJH

Thurs. Apr. 19th ~~after~~
after Council
mtg.

OK



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

October 30, 1987

President

ARTHUR R. OSBORN

TO: MEMBERS OF THE EXECUTIVE COUNCIL

Executive Vice Presidents

JOSEPH M. LYDON
THOMAS G. EVERS
JOSEPH C. FAHERTY

Secretary-Treasurer

ROBERT J. HAYNES

Enclosed for your consideration and approval are the minutes of the October 5th Executive Council meeting.

Vice Presidents

RICHARD ABDOW
RONALD ALMAN
DANIEL A. BEAUREGARD
EDWARD F. BURKE JR.
ARTHUR BUTLER
LINDA R. CHIGAS
THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
CHARLES DeROSA
PAUL L. DEVLIN
JAMES FARMER
BRUCE FERIN
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
JULIA KAMEL
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
DAVID LIMA
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
TONY ROMANO
RICHARD RUMELT
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
FRANK TOLAND
BARNEY WALSH
MANNY WILLIAMS

Our next meeting is scheduled for
**THURSDAY, NOVEMBER 19, 1987, PARK
PLAZA HOTEL, ARLINGTON ROOM.**

Meeting, as usual, will be at 10:00 A.M.
followed by the luncheon.

Please make every effort to attend.

Fraternally,

Robert J. Haynes
Secretary-Treasurer

opeiu-6
afl/cio
enc.

MASSACHUSETTS / AFL-CIO

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(See Reverse)

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Street and No.	6 Margin Court
P.O. State and ZIP Code	Peabody, MA 01960
Postage	\$ 22
Certified Fee	75
Special Delivery Fee	
Restricted Delivery Fee	
Return Receipt showing to whom and Date Delivered	70
Return Receipt showing to whom, Date and Address of Delivery	
TOTAL Postage and Fees	\$ 167
Postmark or Date	



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

President
ARTHUR R. OSBORN

November 12, 1987

Executive Vice Presidents
JOSEPH M. LYDON
THOMAS G. EVERS
JOSEPH C. FAHERTY

CERTIFIED MAIL

Secretary-Treasurer
ROBERT J. HAYNES

George E. Carpenter, Jr.
6 Margin Ct.
Peabody, MA 01960

Vice Presidents
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RONALD ALMAN
DANIEL A. BEAUREGARD
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DICK LeBLANC
DAVID LIMA
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
TONY ROMANO
RICHARD RUMELT
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
FRANK TOLAND
BARNEY WALSH
MANNY WILLIAMS

Dear George:

The Massachusetts AFL/CIO Council will hold their regular monthly meeting Thursday, November 19, 1987, at 10:00 A.M., at the Park Plaza Hotel, Arlington Room.

The 44-46 Temple Place property purchase will be on the agenda. Under your consultant agreement with our Council, we are requiring you to attend this meeting.

Faternally yours,

Arthur R. Osborn
President

Robert J. Haynes
Secretary-Treasurer

opeiu-6
afl/cio

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260

Certified
Mail

Dear George

The Mass AFL/CIO Council
will hold their regular
Nov. monthly meeting Nov 18th 10 a.m.
at the Park Plaza hotel

~~At this meeting~~ The 44-46
Temple place property ^{purchase} will be
on the Agenda.

Under your consultant agreement,
with our council we are requiring
~~you to~~ Attend, this meeting ~~in~~
~~order to provide~~

Fraternally Yours
A.O.
R.H.



The Boston Park Plaza Hotel & Towers

Overlooking The Public Garden and Boston Common

On Park Plaza at Arlington Street, Boston, Massachusetts 02117

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Sales and Catering Offices

November 5, 1987

Ms. Phyllis Gifford
MASS AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Phyllis:

Enclosed please find the function event order outlining arrangements for the MASS AFL-CIO Meeting/Luncheon, taking place, November 19, 1987.

After carefully reviewing this, please sign the designated copy and return it to my office within ten days. This will serve as your definite acceptance.

Looking forward to serving you, November 19, 1987.

Sincerely,

Kathleen E. Sheehan

Kathleen E. Sheehan
Assistant Director
of Catering

KES/jb

Enc.

sent 11-6-87

FUNCTION EVENT ORDER

BOSTON PARK PLAZA HOTEL & TOWERS

NUMBER:

6282

DAY: THURSDAY	DATE: NOVEMBER 19, 1987	TIME: 10:00am-Meeting 12:15pm-Luncheon	ROOM: ARLINGTON
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NAME OF FUNCTION: MASSACHUSETTS AFL-CIO

TYPE OF FUNCTION: Meeting/Luncheon

POSTING: as above

PERSON IN CHARGE: Mr. George Carpenter
Robert J. Higgins

Phone: 227-8260

ESTIMATE:	28	UNIT PRICE: \$14.50++	TAX: 5%	RENT:
GUARANTEE:	28		OTHER: AS PER BANQUET CONTRACT.	DEPOSIT:
SET:	30		18%	

SET UP:

U-Shape for 25
Portable coatrack
3 rounds of 8's to the side
Skirted 6' table for coffee, near doorway.
USE ALL SAME LINEN COLOR FOR U-SHAPE TABLE AND BANQUET ROUNDS.

LINENS: Gold tablecloth/white napkin

ENGINEERING:

CHECK ROOM:

Audio Visuals & Special Equipment:

SCREENS ☐
PROJECTOR ☐
MICROPHONES ☐
PIANO ☐
PODIUM ☐
OTHER:

MENU:

12:15pm LUNCHEON

PARK PLAZA SALAD

STUFFED BREAST OF CHICKEN WITH APPLES
AND ALMONDS, SAUCE SUPREME

BABY CARROTS PERSILLADE
BROCCOLI FLORETS
PARSLIED NEW POTATOES

CHEF: 4 FISH
ENTREES NEEDED

CHOCOLATE PARFAIT

ROLLS AND BUTTER

COFFEE, TEA, MILK

COFFEE BREAKS:

9:45am: Coffee, tea, assorted danish
@\$2.50 Per person.
3 pepsi @\$1.25 per

BAR SERVICE:

OPEN ☐

C.O.D. ☐

TIME:

ROOM:

BILLING ADDRESS:

Robert J. Higgins
MR. GEORGE CARPENTER
MASSACHUSETTS AFL-CIO
8 BEACON STREET
BOSTON, MA 02108

SOLD BY:

KATHY SHEEHAN

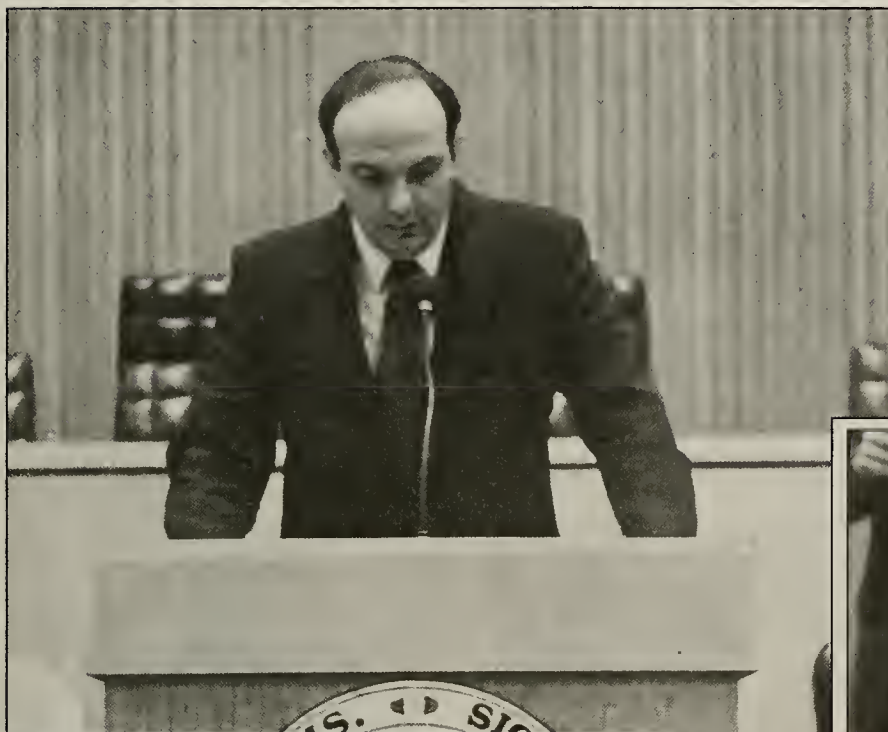
DATE:

11/5/87

WORKPLACE DEMOCRACY

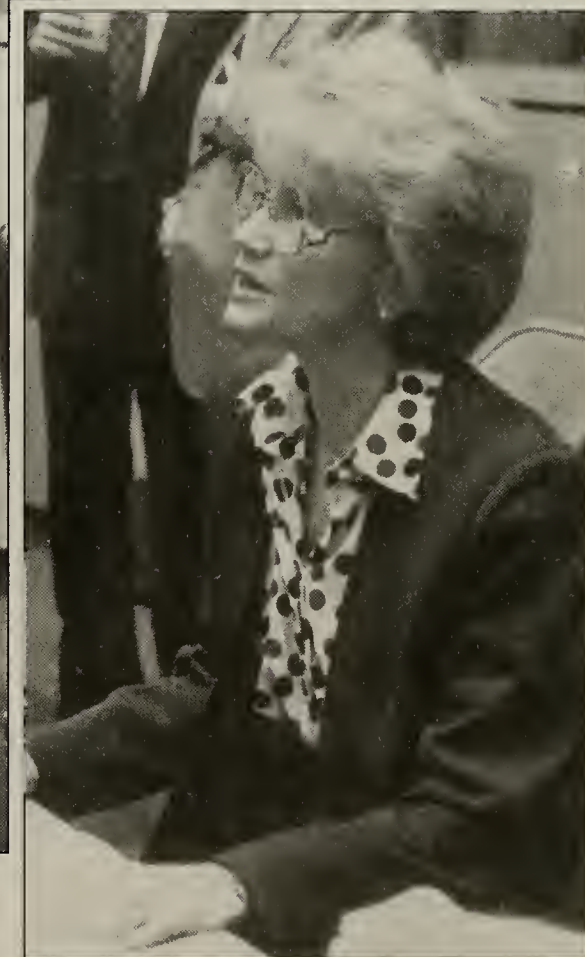
The Magazine of Worker Participation and Ownership

SPECIAL
REPRINT



Making a Difference in Massachusetts:

The Special Commission on
Employee Involvement and
Ownership



Rep. David Magnani, Lt. Governor Evelyn Murphy and Sen.
Edward Kennedy (clockwise, from top) are among those
supporting expanded employee participation in
Massachusetts.

Making a Difference: Employee Participation in Massachusetts

By Robert Wilson and Julie Melrose

ANY COMPARATIVE ASSESSMENT of state economies these days would have to rank Massachusetts high on the list. The Bay State is currently reveling in a nationally-acclaimed economic boom which has cut its unemployment rate to half the nation's average.

It would be easy for the state's legislators and business leaders to rest on their laurels at this point, basking in the glow of a job well done. But instead, recognizing the perfect opportunity for long-term planning offered by a prosperous time, when innovative strategizing can replace the "crisis mode" of more troubled days, these key figures have swung into high gear with the Special Commission on Employee Involvement and Ownership.

Funded by the Massachusetts legislature and appointed by Governor Michael Dukakis, the 22-member panel combines high-ranking state officials, senior legislators, and top business and union leaders. With Representative David Magnani and Senator John Houston as co-chairs, and John Simmons (executive editor of *Workplace Democracy* and president of the Association for Quality and Participation), as executive director, the Commission's ultimate goal is to map out strategies which will carry the state's favorable economic trend into the 21st century. (See "A Blueprint For Change.")

Magnani points out that general economic health can obscure actual or potential problems within a state's labor sector. "The fact that we have a low unemployment rate masks another economic reality. In the past five years, Massachusetts lost 230,000 jobs through plant closings and job elimination. The high-tech *wunderkinds* like Digital and Lotus get the high performance headlines, while Avco, General Electric and AT&T are laying off workers, and a once-thriving machine tool industry is virtually dead."

The second-term legislator hails from Framingham, the home of a General Motors assembly plant, the Dennison Corporation, and sev-



Governor Michael
Dukakis



Lt. Governor Evelyn
Murphy

**WORKPLACE
DEMOCRACY**



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2

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Address _____

City _____ State _____ Zip _____

eral other businesses that have dramatically improved performance through employee participation, so he learned in his own back yard the lesson since articulated by the entire Commission: that in order to better perform and compete, Bay State business, labor and government need to foster employee participation in decision-making and company ownership.

First Panel of Its Kind

According to executive director Simmons, the Massachusetts Special Commission is the first state-level panel in the U.S. to thoroughly investigate the benefits and pitfalls of participation (defined as employee involvement and ownership). In the course of this investigation, which began last January, the panel held eight hearings across the Commonwealth, convened a major State House conference on participation, listened to the advice of nearly 200 experts, and plowed through hundreds of pages of supplemental testimony and documentation.

Virtually all employee participation structures—including quality circles, quality of working life (QWL) groups, self-managing teams, employee stock ownership plans (ESOPs), worker cooperatives and Scanlon plans—were covered in the testimony. The Commission learned of some 40 non-national firms offering participation programs in Massachusetts. State records are, admits Simmons, somewhat sketchy, but he believes there may be as many as 200 such businesses in existence.

Local union leaders, managers of large corporations and worker-owned

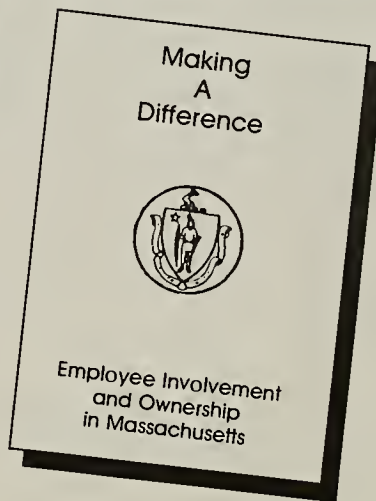
A BLUEPRINT FOR CHANGE

In its preliminary report, *Making A Difference*, the Commission specifically recommended that Massachusetts:

- establish a state office to raise public awareness about the benefits of participation;
- offer grant programs and seed funding for certain participation initiatives;
- formulate community education and public school employee involvement programs;
- establish participative structures within state and municipal agencies;
- conduct employee involvement feasibility studies; and
- provide funds for worker buyouts.

The panel proposes what co-chair Magnani calls "a new economic and organizational idiom" based entirely on employee involvement and ownership. This blueprint for change is intended to pump life into flagging industries, and improve the efficiency and morale of workers and managers in both public and private sectors.

To obtain copies of the Commission's final report, contact the Special Commission on Employee Involvement and Ownership, Room 43, State House, Boston, MA 02133.



businesses, quality circle members from state government departments, assembly line workers and business school professors were among those who addressed the panel.

They shared the speaker's rostrum with the likes of Lynn Williams (international president of the United Steelworkers of America), Xerox president Paul Allaire, and nationally-known

management experts such as William Ouchi of the UCLA School of Management (author of *Theory Z*) and Louis O. Kelso (originator of the ESOP and co-author with Patricia Hetter Kelso of *Democracy and Economic Power*).

Participation Benefits Extolled

Representatives from firms including the AT&T Works (with 68 QWL teams), the Dennison National Corporation (with 30 quality circles in its Holyoke facility), Friendly Ice Cream (with 20 quality circles and self-managing teams) and Texas Instruments (with 32 circles and 43 "task teams" in its Attleboro plant) extolled the benefits of participation and offered suggestions as to how to start and nurture a successful program.

"We've brought back, through employee involvement, pieces of the business that had already gone to the Japanese," claimed Dennison's Ken Salvias, corporate manager for quality circles. He estimated that the company gets back "three dollars for every dollar we spend on employee involvement."

The Commission also heard from some speakers who had mixed results at their companies, including James Fowler, vice-president of Nova Biomedical Group, a 400-person biotechnology firm in Waltham. Fowler reported that about 50 employees are involved in participation programs at Nova. Some of the quality circles are working well, some are moderately successful, and

THREE QUESTIONS AND FIVE GOLDEN RULES

The Commission asked each witness three basic questions:

- What was the impact of the participation effort on your organization?
- What were the lessons you learned?
- What are your recommendations for state action?

In analyzing the resulting testimony, the commissioners resolved that "there is no one way to initiate thought and action in the field of participation." The report does, however, list five common elements found in successful participation programs:

- senior management and union understanding, commitment and active leadership;
- development of trust among the future partners;
- voluntary involvement in a program, at least in the initial stages;
- learning of new, cooperative ways of group problem-solving and decision-making; and
- utilization of a skilled outsider—someone not afraid to confront either employees or management with problems, who has the experience to share successes and failures, and to plan strategies for improvement.



Senator John Houston (Commission co-chair) observed that once Massachusetts has implemented widespread employee involvement within state programs, it can serve as an example for private sector industry.

some are failing.

Fowler commented that while it's easy to pay lip service to the importance of human resources, "it's hard to get that working." He noted that some managers at Nova have had difficulty with the loss of power and control induced by employee involvement. However, Fowler added that the programs were generating an average measurable savings of \$20,000 per group, per year.

Public Sector Initiatives

Hoping to find ways of improving performance in state and city agencies, the Commission also carefully scrutinized participation's track record in the public sector. Panel members heard about municipal employee involvement initiatives taken by the City of Boston and towns such as Amherst, Taunton and Leicester.

Representatives of state and federal organizations, including the U.S. Post Office, detailed the strengths and weaknesses of their participation programs, as did representatives of public school teachers' organizations, health care facilities and non-profit organizations. Massachusetts Commissioner of Revenue Ira Jackson made a strong case for employee involvement (see "Public Sector Pep Talk"), claiming that quality circles in his agency have benefited the state's taxpayers as well as workers.

Officials representing state workers also spoke favorably of participative efforts. "I'm here to say that employee involvement and ownership plans will not lead to the withering away and death of the union," said Nancy Mills, executive director of the State Employees Union.

While many speakers reported a reduction in number of grievances filed after participation programs were in place, Mills noted that within the state bureaucracy, some agencies utilizing employee involvement cited a higher grievance level. "Believe me, this is a positive sign," she added. "Workers who want to do a better job now know that their ideas and complaints will be taken seriously. Overall, these people are working more efficiently and are more satisfied with their jobs."

Ownership Options

Worker ownership options, from ESOPs to 100 percent worker-owned and democratically-controlled businesses, were also detailed. Higher production and morale, and increased employee pride, were underscored as prime benefits of ownership.

In the words of Kay Camero, a worker at Somerville's 100 percent employee-owned M.W. Carr Company, who spoke with several commissioners during an on-site visit (see "Friends in High Places"): "We're all working for ourselves, and we're proud of what we



Schlossberg

U.S. DEPARTMENT OF LABOR ENCOURAGES INNOVATION

"Neither management nor unions can use yesterday's solutions to solve tomorrow's problems," wrote Stephen Schlossberg (Deputy Under Secretary for Labor-Management Relations and Cooperative Programs, U.S. Department of Labor) in the May-June 1987 issue of *Labor Relations Today*. "Success in a rapidly changing world requires dynamic, innovative responses from both."

"More and more," continued Schlossberg, "both institutions recognize that mutual interests require joint activity. They realize that true cooperation exists between relatively equal power centers that have a mutual need to cooperate; that recognize the value of two-way communication and joint problem-solving to achieve competitiveness and efficiency."

At the Commission's Boston hearing, John Stepp (Associate Deputy Under Secretary of the same office) testified that the U.S. "confronts a massive job retrofitting and only woefully inadequate resources to meet the challenge." He added that very little has been done in labor relations to promote productivity or support change; that traditional labor relations is a process which promotes organizational stability.

Concluded Stepp, "It is vital for government at all levels to encourage the development of cooperative employee involvement initiatives."



Stepp

make. And we know the harder we work, the more benefits we get."

Michael Kearney, a union leader at Seymour Specialty Wire Company in Connecticut, testified as an invited guest speaker about the advantages of combining worker ownership and em-

ployee involvement, and about the need to make funds available for timely worker buyouts (see "Neighborly Advice").

Echoing Kearney on this point, Dennis Reil, president of a Western Massachusetts chapter of the International

PARTICIPATION AS "SHOCK TREATMENT"

"We had to change our way of doing business or we were going to close," remembered General Motors/Framingham director of human resources Robert Bisciotti.

He told of the company resorting to employee involvement as part of a "shock" attempt to do things differently. The 4,000-employee plant had experienced a five month shutdown in 1982, and its future was in question.

Thanks to participation programs, Bisciotti said, quality, morale and efficiency increased. Labor-management relations dramatically improved as well. Grievances, which had numbered 12,000 in the previous year of operations, fell to an annual level of 275.

Frank Grady, another GM employee and a UAW member, testified that change came slowly at the plant. "We had 30 years of confrontation," he said, "and that doesn't change in 30 weeks or 30 months. I was constantly at management's throat before. It's really amazing to me that after all these years of battling, we finally realized we had to get together."



Robert Bisciotti

Union of Electrical Workers, described how a worker offer to purchase the West Springfield Crane Company ran out of steam. "In our case, the buyout offer came too late," said Reil, who was an employee in the century-old pipe and valve manufacturing facility which closed late last year. "It must occur when the plant is still operating."

Labor-Management Partnership

Some union representatives who addressed the Commission, wary in view of the well-founded charges that employee participation programs are sometimes used to cut union strength, were cautious in their endorsement of such efforts.

Arthur Osborn, president of the Massachusetts AFL/CIO, emphasized that unions need to be equal partners in the planning, organizing and running of any employee involvement venture in a unionized business or organization. He suggested that involvement agreements assure workers that they won't lose their jobs as a result of the participative process.

Commissioner Joseph Faherty, the state AFL/CIO vice president, said at a later hearing, "My personal point of view is that the Massachusetts AFL/CIO would like to see true involvement. But it needs fine tuning."

United Steelworkers of America's international leader, Lynn Williams, was less cautious in his support, noting that "management is too important a job to be left in the hands of management" (see "Union Support for Employee Involvement").

Preliminary Recommendations

A draft of the Special Commission's report, *Making A Difference: Involvement and Ownership in Massachusetts*, was released in June. In it, the panel recommends that the state

PUBLIC SECTOR PEP TALK

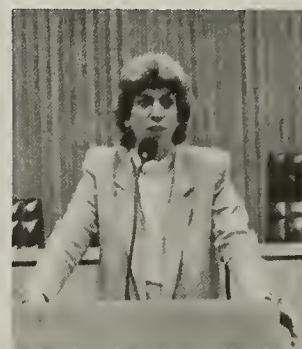
"You don't have to be an expert to see the difference," said Massachusetts Commissioner of Revenue Ira Jackson, waving in the air a streamlined state tax form designed by a quality circle group.

The form has successfully replaced a document that many state residents found confusing, eliminating most of the difficult language and shortening the text. "The improvement wouldn't have happened without the quality-of-work-life structure."

Jackson's department became, two years ago, the first Massachusetts agency to institute employee participation. "We have nine quality circles in place, and plan to create 20 more next year. I can tell you that the groups have increased our operating efficiency and directly benefited both our organization and the taxpayers of Massachusetts."



Ira Jackson, Commissioner of Revenue, and Nancy Mills, executive director of the State Employees International Union, spoke with enthusiasm of participation in the public sector.



institute laws and enact programs that will boost the implementation of participative management plans (such as quality circles and employee representation on boards of directors), encourage employee ownership, and support worker buyouts.

State legislators on the Commission plan to introduce, this November, a bill asking the state to allocate \$7.1 million over the next three years to support a wide range of participation initiatives (see "A Blueprint for Change"). Such an investment, commissioners claim, is absolutely vital to the state's economic health.

The panel's report recommends, among other things, that the state enact a policy "encouraging employee ownership in healthy companies," offer funding for technical assistance, and encourage employee involvement and democratic management at firms that have adopted employee ownership.

The report also strongly recommends that the state make special efforts to promote employee involvement in the public sector, noting that diffuse authority structures, high turnover of line managers and elected officials, complex state regulations, the frequent lack of quantifiable financial gains, and vari-

FRIENDS IN HIGH PLACES

With the cameras of two national television network affiliates rolling, Senator Edward Kennedy strode through the Somerville plant of the M.W. Carr Company, speaking at length with several managers and workers.

Kennedy, ranking member of the U.S. Senate Labor and Human Resources Committee (which recently named employee ownership one of its four top priorities) made a special trip to the 100 percent worker-owned picture frame manufacturer's facility, which he toured with Representative Magnani and several other commissioners. He closed out his visit by calling the company's successful battle with offshore competition "an exciting approach; an example which is important for the state and the nation."

Some powerful political allies, on Boston's Beacon Hill and in Washington, D.C., have been attracted by the Commission. George Kevarian, the influential Massachusetts Speaker of the House, attended one of the hearings to support participation. And Lt. Governor Evelyn Murphy, former head of the state's Office of Economic Affairs, addressed the panel twice.

Commission co-chair Magnani notes with pleasure that to date, no one in the legislature, the state's public sector or the business community has expressed opposition to any of the panel's actions or preliminary recommendations.



Senator Edward Kennedy tours Somerville's M.W. Carr Company to focus media attention on one employee ownership success story.

ous other factors may make the programs difficult to initiate and sustain.

An added benefit of instituting more participation programs in the public sector, the commissioners feel, would be that the plans might serve as an example to private business. "Obviously, if we're going to promote employee involvement in the private sector, it makes sense to get our act together at the public level," commented co-chair Senator John Houston.

Cautionary Notes

Making A Difference is also laced with observations about what *not* to do when establishing an employee involvement or ownership plan. The report's cautionary notes, say the commissioners, come directly from testimony and a careful study of participation plans that were discontinued or failed at the Bank of New England, Eastern Airlines, Hyatt-Clark and other workplaces.

Risks for management, such as the disruption caused when managers refuse to share problem-solving responsibilities or are threatened by quality circle suggestions, are detailed. The potential pitfalls for the labor side—including weakening of union power, job classification changes, and loss of jobs—are also outlined.

Magnani, addressing over 200 business and union leaders at the State House conference, seemed to sum up the panel's cautionary notes when he said, "We've learned that employee involvement and ownership can't be a panacea for certain economic and organizational problems, and we've seen very clearly that they can in no way be a substitute for good management."

In its guidelines for "high performance" participation programs, the report offers advice on realizing benefits and overcoming failures. The commissioners emphasize sound leadership, planning and preparation, along with careful training, the development of a well-defined "shared vision of the mission," and a commitment to the expenditure of adequate resources.

The report concludes that it takes three to ten years to successfully make the transition to participative management or employee ownership. This conclusion mirrors the testimony of a Department of Revenue quality circle participant. "Once you start an employee involvement program and let the genie out of the bottle, things will never be the same. You'll need tenacity and patience, and you've got to be prepared for the emotional highs and lows."

Potential for High Impact

Commissioners and participation supporters alike anticipate with excitement the legislation which the panel will polish and deliver this fall to the

NEIGHBORLY ADVICE

"When we first established employee participation, management was a combination of patronizing to us and scared that we would start a revolution and their heads would roll," said Michael Kearney of Seymour Specialty Wire, sharing the Connecticut firm's experience with a neighboring state.

"Workers didn't trust managers, either. But we learned that bucking heads doesn't work, and we started listening to each other and working together."

The 280-person enterprise was purchased by workers in 1985, and Kearney leads the wiremakers' UAW union. He reported that Seymour Specialty Wire made more profit in the first two-thirds of the current fiscal year than it did in the previous three years.

According to Kearney, national UAW officials were the catalyst for the employee buyout. He stressed what became a common theme in testimony before the Commission: that national and regional union organization and support can be critical to the buyout process.

The union leader recommends that state funds be appropriated and made available "with a minimum of red tape" for loans to workers, so they can quickly act to bid on a company threatening to move, merge or close.



Michael Kearney

floor of the state legislature. The recommended plan, they feel, could significantly impact the way business is done in Massachusetts.

"Frankly," said co-chair Magnani, "we were pleasantly surprised at the numbers of well-functioning programs already in place across the state. But relative to the number of businesses that might utilize employee involvement or ownership, participation has only scratched the surface here."

Senator Houston concurred with his legislative colleague and co-chair. "The number of successes we've seen in my district alone convinces me of the importance of state support for these efforts." Houston pointed to the report draft's "Economic Impact" section to back up his assertion.

Using the participation initiatives in Jamestown, New York (a community which, according to the state officials, cut unemployment from ten to four percent in five years through employee involvement and ownership programs) as a model, the report projects that Massachusetts might save 65,000 jobs through an increase in these efforts. The resulting annual jump in tax revenue for the state, the report continues, would be \$195 million.

John Crosier, president of the influential Massachusetts Business Roundtable and one of six management representatives on the Commission, said he was one of those who began attending hearings "not very well informed" about participation, and not entirely sold on employee involvement and ownership

UNION SUPPORT FOR EMPLOYEE INVOLVEMENT

"Management is too important a job to be left in the hands of management," testified Lynn Williams, international president of the United Steelworkers of America, before the Commission.

Williams stressed (as did other union officials) that employee involvement can not be a substitute for collective bargaining. But in his address to the June conference, he mainly praised the actual and potential virtues of worker participation.

The USWA leader noted that his union had long supported participation initiatives, had contractual employee involvement agreements at six major steel companies, and now sponsors a special institute in Pittsburgh at which steel workers, managers and government labor officials can gain a steel industry perspective on participation.



Lynn Williams (r.) chats with Rep. Magnani during a State House Conference break.

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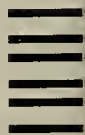
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claims.

By the conclusion of the hearings, Crosier was advocating a state office to promote participation, although he recognized that the business and labor communities might initially be "cautious" in accepting its presence.

"That happens whenever government gets involved and says how to do something," Crosier added. "But state government absolutely should get involved. It can be the glue that helps pull things together."

Providing A National Model

Daniel Tarullo, a professor at the Harvard Law School who is currently on leave to work for Senator Kennedy on the Labor and Human Resources Committee, is another Massachusetts resident looking forward to the growth of employee involvement and ownership opportunities. After outlining for the Commission ways in which worker ownership might help the state's economy, Tarullo said he looks forward to the day when the features and benefits of participation will be discussed in his Senate committee.

"Hopefully, by that time, the Commonwealth will be providing a model for implementing participation for the U.S. government," added Tarullo. "If there are questions about any of the involvement or ownership programs, I can tell my associates that I'll fly home and see what they're doing in Massachusetts." ■

Robert Wilson is a freelance writer who covers business, industry and politics from Cambridge, Massachusetts. His articles have appeared in a variety of publications, including Modern Machine Shop, Production Engineering, Manufacturing Systems, Industrial Engineering, Western Massachusetts Business Journal and The Boston Globe. He is also a monthly columnist for Industry Magazine. The former newspaper reporter manages his own media consulting firm, Word Wright Associates.

Julie Melrose (Workplace Democracy's editor) is a self-employed writer and community organizer whose work has appeared in Ms., New Roots, Equal Times, Sojourner, Off Our Backs and several Massachusetts newspapers. Specializing in feminism, media and medical ethics, she has taught Women's Studies at the University of Massachusetts, has guest lectured at colleges and at the National Conference on Violence Against Women, and now co-directs the national legal education project of Organizing Against Pornography, Minneapolis.

THE BEST LAID PLANS . . .

The Commission's research confirmed the results of several studies correlating improvements in performance, productivity and morale with participation programs.

Some testimony also underscored the need for careful implementation and planning. "We learned a lot about how quality circles and worker cooperatives might fail, as well as a lot about how they might succeed," said executive director Simmons.

These are the most prominent of the implementation and planning lessons learned at the hearings:

- The strategy for improvement must be in place. Successful change requires extensive orientation, planning and information.
- Improvement of organizational culture is necessary, and takes time and effort.
- Companies should lay down ground rules before implementing employee participation or ownership. Unions are afraid that participation will be abused by management, so if the employees are unionized, the union should jointly plan and manage the involvement effort.



Commission executive director John Simmons

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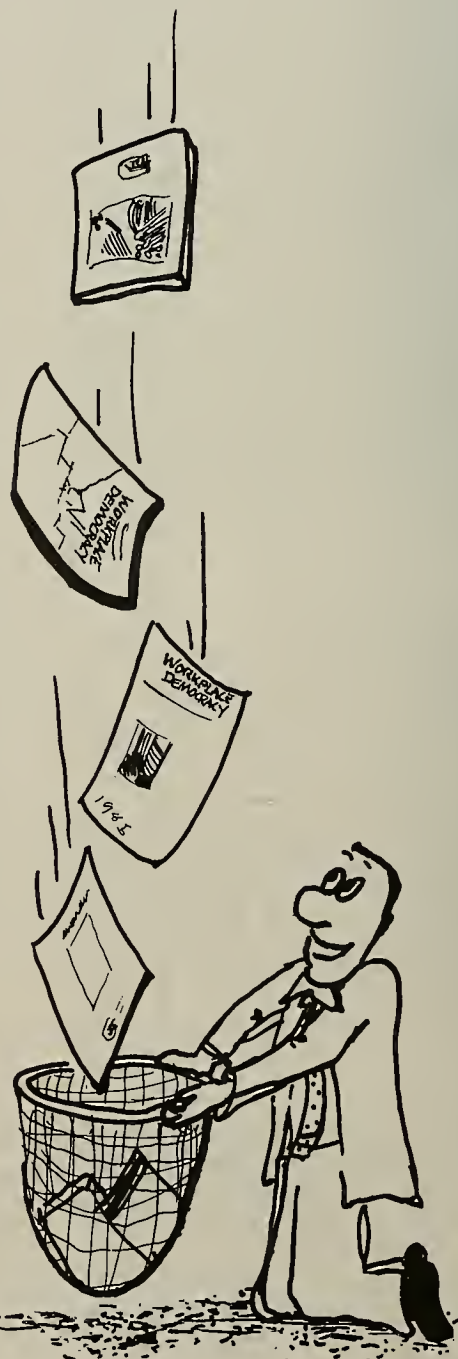
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E. James Morton
Chairman and Chief Executive Officer



October 12, 1987

Mr. Arthur R. Osborn
President
Massachusetts State Labor Council, AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

As chairman of next year's (1988) Massachusetts Bay United Way Campaign, I am making every effort to complete the recruitment of my top leadership team within the next few weeks.

In this regard, I would be very grateful if you would once again serve as co-chairman of the Labor Support Committee. I have also asked Joe Joyce to assist on this very critical assignment.

I hope you will give this request serious consideration. I am going to ask Marion Nierintz, my associate chairperson, to call you within the next few days for your decision.

I look forward to working with you.

Sincerely,

A handwritten signature in cursive script that reads "Jim Morton".
E. James Morton

EJM:am

C Copy to new file

HOISTING and PORTABLE ENGINEERS Local 4

Apprenticeship Fund

ENGINEERS TRAINING CENTER

James R. Grande, Coordinator



November 2, 1987

Dr. David C. Knapp
President
Office of the President
University of Massachusetts
250 Stuart Street
Boston, MA 02117

Dear Sir:

The purpose of this letter is to express in the strongest terms possible, the frustration many of my colleagues in organized labor feel about the University of Massachusetts Boston.

By way of introduction, I am the Administrator of the Operating Engineers, Local #4, Apprenticeship and Training Program. My other involvements range from President of the Building Trades Training Directors Association, to state and community activities such as Chairman of the Massachusetts State Apprenticeship Council and senior member of the Massachusetts State Board of Education. Mention of these are not intended to impress but rather to alert you in advance, where it is that my concerns will be voiced.

The action that really set me off this day was learning of the resignation of Dr. Maurice Eash as Director of the Institution for Learning and Teaching.

Since coming to Boston, Dr. Eash has worked hard to establish the Center for Industrial Policy and Occupational Education. Motivated by many years of research and study of the workplace, it has been his vision that such an activity at the Harbor Campus of University of Massachusetts would contribute to making Massachusetts not only competitive, but the leader we all seek it to be in a global economy. By establishing himself in support of Vocational/Occupational Education at the University and in the region, he has attracted the attention of many of us in organized labor as well as others concerned about the lack of job research and planning in the workplace. He has in a relatively short period of time been able to seek out many individuals who effect education and the economy and make an assessment of their needs. The fruits of his efforts are obvious when one views the teacher preparedness programs for Vocational Education, apprenticeship and other post secondary programs. With minimal or no support from the University he and a handful of people such as Dr. Gerard Antonellis and Sumner Rotman, with State Department of Education grants, have made a success out of the Center for Industrial Policy and Occupational Education.

It is unfortunate that due to a complete lack of understanding of the need for program development in this field, the University has allowed Dr. Eash to feel compelled to resign. It is obvious that central to this problem is a new Provost who has no greater concern about the worker or workplace than the Provost departing.

My concern is that we had a person in Dr. Eash who was able to grasp the need for labor research in our changing economy and through a process so often expounded by all educational leaders, was making some headway. The process as you well know is that which has come to be known as business-school partnership. To me and others this is an insult to Organized Labor since you are demonstrating clearly two things. First that these partnerships are just hollow rhetoric and secondly those of us who represent the workers are not welcome into your world.

We have not asked much of that institution, but we do feel that a major part of its mission is to serve a large urban area with a large population of workers in the traditional sense of the word.

Dr. David C. Knapp

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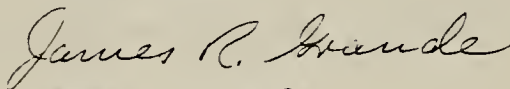
November 2, 1987

How can workers or simply members of Organized Labor benefit from the University without being in a Masters or Doctoral Program? The fact is we don't even have one trustee on the board, nor one we can turn to for support.

Is there no way the university can become flexible enough to serve the average worker? Are we forced to feel the only recourse is through public protest or legislative relief, or can we somehow find a way to address these "minor" university problems and "major" labor issues in a manner which could be of mutual benefit?

I will close at this point because I am certain you can sense the anxiety in my tone not to mention the despair. I just wanted you personally to know that this simple act of resignation has not gone unnoticed.

Yours truly,



James R. Grande
Administrator

JRG/mm

CC: Governor Michael Dukakis

✓ Arthur Osborn, President, Massachusetts, AFL-CIO
Joseph Joyce, Secretary-Treasurer, Boston Labor Council
Thomas Evers, Secretary-Treasurer, Massachusetts Building Trades
Joseph Nigro, Secretary-Treasurer, Boston Building Trades
Dr. Edgar Smith, Vice President for Academic Affairs,
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THE COMMONWEALTH OF MASSACHUSETTS
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MICHAEL S. DUKAKIS
GOVERNOR

October 23, 1987

Mr. Arthur R. Osborn, President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

On behalf of myself and the people of Massachusetts, I would like to thank you for the time and effort you devoted while serving the Commonwealth as a Member of the Advisory Board on Legislative, Judicial, and Constitutional Officer' Compensation.

We appreciate the professionalism and understanding you brought to your work and the valuable contribution you made as a Member of this important board.

Again, thank you for your dedicated service and best wishes and success in your future endeavors.

Sincerely,



Michael S. Dukakis

MSD/mmc



AFL-CIO Laundry and Dry Cleaning International Union LOCAL 66 OF NEW ENGLAND

697 BROADWAY

SOMERVILLE, MA 02144

Telephone (617) 628 - 8770

November 2, 1987

Dear Brothers and Sisters:

I am extremely pleased to send to you the enclosed article about the successful resolution of the strike at Morgan Services. The victory at Morgan's is important in several ways. First it demonstrated that a group which is predominately working-poor, largely women, and exclusively minority can stand in solidarity with the much better paid, predominately white Teamster drivers. Second it reinforced that strikes are not won on the picket line but by targetting customers of the struck employer and reaching out to the other unionized plants, expanding the scope of the conflict.

The Company throughout the strike constantly sought to divide the production workers and drivers. The unity of the striking unions so frustrated the Company that it forced their true feelings to the surface when the Company's attorney blurted out in frustration, "negotiating is like doing a wash, you must keep your whites and your coloreds separate".

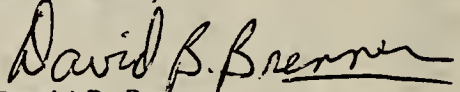
We must now continue to move forward with the momentum generated on the sidewalks of Massachusetts Avenue. The task ahead of Local 66 is to extend this victory into our other laundries.

Our deepest appreciation and thanks to those who came and walked the line at Morgan Services and those who donated financially to Local 66. Our successes are only made possible by the contributions of so many in the Massachusetts Labor movement.

If you missed the opportunity to partake in the Morgan Services victory you still have a chance for another exciting development. We still need contributions to offset our debt from the strike. We also need assistance in the Hospitals Laundry Association organizing drive. In order to guarantee a victory, we must homevisit as many of the workers as possible to offset the vicious and deceptive campaign of Modern Management (2M's). If you can speak Spanish, or Portuguese and can talk Union, please call the Union office and volunteer two hours of an evening or weekend before the election on November 12th.

Thanks again to all those who have helped so far and welcome to those who would like to.

In Solidarity,


David B. Brenner,
President

DBB/nts
enc.

ROXBURY

Walkout at laundry ends after two weeks.

Strike involved more than 100 workers in three unions

By Andrew L. Andrews
Globe Staff

More than 100 workers in three unions at a Roxbury laundry went back to work yesterday morning, ending a strike that had entered its third week.

The largest of the three labor groups, the AFL-CIO Laundry and Dry Cleaning International Union Local 66 of New England, ratified its three-year contract Monday night.

The other unions striking against Morgan Services Inc. at 941 Massachusetts Ave. were the

Teamsters Union Local 25 and Teamsters Union Local 170. Local 25 ratified a contract on Monday that had gone unsigned for 30 months, and Local 170 went back to work pending negotiations with the company.

Ninety-three of the laundry workers are members of Local 66, while 11 drivers are represented by the other two locals.

David B. Brenner, president of Local 66, said gains were made in wages, classifications, shift differentials, health insurance, holidays, leaves of absence, overtime and safety issues.

"It was a real victory for the workers," said Brenner. "It showed the three unions involved could work together and accomplish a goal."

Ed Nevins, general manager for Morgan Services, said, "We are very happy to have everyone back

and we are pleased with the agreement."

Brenner said the starting hourly wage was boosted from \$5.05 to \$6 and workers in the same classification now will get equal pay, eliminating a previous two-tier system. In the second and third years, wages will be hiked 20 cents an hour each year, he said.

A shift differential of 15 cents an hour also was approved for those who work after 6 p.m., he said.

The employer's payment to the health insurance package, which will allow coverage for dependent children for the first time, will increase from the current \$23.50 monthly to \$41.50 by 1990, Brenner said.

He said a previous requirement for Saturday work before a holiday to get holiday pay was eliminated, but the provision that

workers be on the job the day before and the day after a holiday was retained.

A proposal by Morgan Services to eliminate five of the current 11 holidays was rejected, Brenner said, and leaves of absences up to three months were granted for the first time.

"A safety issue also was resolved," Brenner said, "with the formation of a health and safety committee composed of workers and supervisory personnel who will have the power to shut down a piece of equipment deemed unsafe."

Workers will not be required to work more than 10 hours per day and no workers will be required to work more than two hours overtime unless they volunteer.

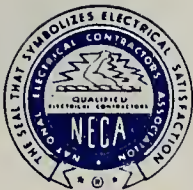
Brenner also said management agreed to make payroll deductions to a credit union for the workers.

The Boston Globe

WEDNESDAY, OCTOBER 21, 1987



A.F.L. - C.I.O.
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International Union Local 66
OF NEW ENGLAND



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GLENN W. KINGSBURY, ASSISTANT MANAGER

C

November 4, 1987

Arthur Osborn
AFL-CIO
5th Floor
8 Beacon Street
Boston, MA 02108

Dear Arthur:

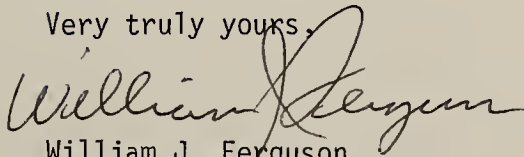
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For the third straight year the Electrical Contractors Association of Greater Boston is joining with Local #103, IBEW in sponsoring a booth at the show to promote the professionalism and cooperation existing in the organized segment of the Electrical Construction Industry.

Please come visit us at the IBEW/NECA Booth (#820) and take advantage of seeing hundreds of suppliers of products and services in the building industry all under one roof.

If you need additional complimentary tickets, please call the Association office.

Very truly yours,


William J. Ferguson
Chapter Manager

WJF:les

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cc: John E. Taylor, Business Manager Local #103

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United States Senate

COMMITTEE ON LABOR AND
HUMAN RESOURCES

WASHINGTON, DC 20510

October 20, 1987

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, MA 02108

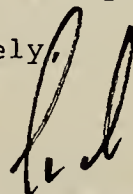
Dear Arthur:

Congratulations on your unanimous re-election as President of the Massachusetts AFL-CIO.

I hope you understand my disappointment and frustration at not being there for the convention. Teddy Jr. tells me I missed a great time and one heck of a Kennedy speech.

Again, my congratulations on your victory and my apologies for not being present to share your triumph with you.

Sincerely,



Edward M. Kennedy
Chairman

*Show me
how you do it*



Special Accounts Office
Five Cambridge Center
Cambridge, MA 02142
(617) 956-3000

October 20, 1987

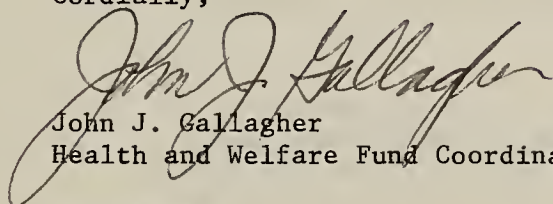
Mr. Arthur Osborn
President
Massachusetts State Labor Council
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Enclosed please find a Medex insert mailed to all non-group Medex members.

Please contact me if you have any questions.

Cordially,


John J. Gallagher
Health and Welfare Fund Coordinator

Enclosure

JJG/cdw

**Medex[®]
Extra**



Blue Cross
Blue Shield
of Massachusetts

November 1987

Important - New Medex Rates

In your last Medex bill, we told you that Blue Cross and Blue Shield had asked for a rate increase for our Medex plans, and that the Division of Insurance denied that request.

Since that time, Blue Cross and Blue Shield updated and re-submitted the rate request.

The Division of Insurance studied the request and approved a 10.5% rate increase effective October 1, 1987.

The new quarterly rates are:

Medex 3 - \$143.67

Medex 2 - \$108.51

Medex 1 - \$104.43

Medex Standard - \$96.36

This is the first increase in Medex rates since

October 1985. This increase is necessary to help us cover rising Medex program costs.

The rising cost of health care is a complex problem which concerns all of us. Blue Cross and Blue Shield have always sought ways to control costs, and will continue to do so in the future.



Registered marks are the property of the Blue Cross and Blue Shield Association or Blue Cross and Blue Shield of Massachusetts, as applicable.
Printed at Blue Cross and Blue Shield of Massachusetts. 32-0970 (10/87) 125M

ALUMINUM, BRICK AND GLASS WORKERS
INTERNATIONAL UNION

3362 HOLLENBERG DRIVE

PHONE (314) 739-6142

BRIDGETON, Mo. 63044

October 27, 1987

Dear International Union Officer:

The following is a resolution concerning employee pension rights which was passed by the delegates at the 3rd Biennial Convention of the Aluminum, Brick and Glass Workers International Union, AFL-CIO, CLC.

PROTECTION OF PENSION RIGHTS

WHEREAS, workingmen and workingwomen deserve protection in their retirement after contributing their labor to the wealth of those who have no financial concerns; and

WHEREAS, the courts are more concerned with property rights than human rights; and

WHEREAS, pensions and retirement benefits are being lost because creditors are being preferred over workers in business bankruptcy proceedings; and

WHEREAS, each working person should be secure in the knowledge that their pensions and retirement benefits are protected by law;

THEREFORE, BE IT RESOLVED, that the delegates here assembled go on record demanding that their representatives in Congress pass legislation, without delay, that will protect absolutely our hard-earned pension rights; and

BE IF FURTHER RESOLVED, that this resolution be published in the ABC LIGHT and that a copy of this resolution be sent to every Senator and Representative and to each international union.

Employee pension rights should be fully protected above all creditors in business bankruptcy cases, mergers, take-overs and dissolutions. American workers deserve your support for legislation of this nature. **BE AMERICAN, SUPPORT AMERICANS!**

On behalf of the Aluminum, Brick and Glass Workers International Union, I extend to you our best wishes and full support of legislation to protect employee pension benefits.

Sincerely,

Ernie J. LaBaff

Ernie J. LaBaff
International President

To: Arthur

Fyi

Duke

American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

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October 29, 1987

Mr. Joseph W. Joyce
Executive Secretary-Treasurer
Greater Boston Labor Council
AFL-CIO Rm 405
44 Bromfield St.
Boston, Mass. 02108

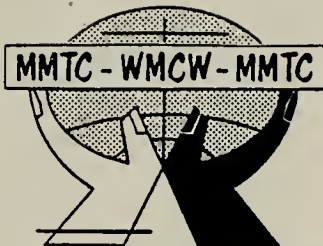
Dear Brother Joyce,

I am writing to ask your assistance with a visit to the Boston area by representatives of the World Movement of Christian Workers. Enclosed you will find the group's initial correspondence to Msgr. George Higgins which was referred to this office. The delegation of three persons plans to arrive in Boston on November 28th and leave on December 8th. Thomas Shellabarger of The United States Catholic Conference will be touching base with persons in Boston's Roman Catholic community. I would appreciate your advice and help in arranging some contacts with persons in Boston's labor movement who might be willing to meet with this delegation. I will call you in the near future to discuss this planned visit. Thank you for your interest.

Sincerely,

Michael Szpak
Labor Religion Coordinator

cc: Arthur Osborn
Frank Myers
Joseph Faherty
Fr. Edward Boyle

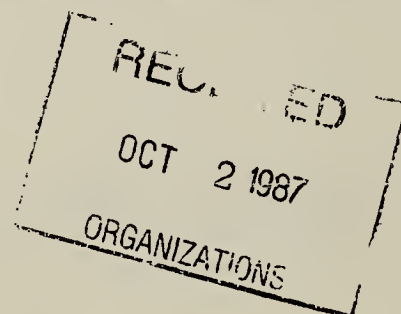


Mouvement Mondial des Travailleurs Chrétiens
Movimiento Mundial de Trabajadores Cristianos
World Movement of Christian Workers
Weltbewegung der Christlichen Arbeiter

Our Ref: B.310/2314

Brussels, 3 September 1987

Msgr. G.G. Higgins
Curley Hall
Catholic University of America
Washington, D.C. 20064
United States.



Dear Friend,

Thank you for your letter of 10 August 1987 with regard to the visit of a working party from our movement to the US, and we are very grateful for your offer to help us prepare for this tour.

The objectives of our visit are as follows:

- a) to make contacts with some American workers and their organizations so as to have some insights into their lives, aspirations and projects;
- b) to meet with Christian workers who get together to share their concerns to be on the side of the workers and to reflect on the faith;
- c) to meet Church leaders - bishops, priests and laypersons - who can tell us about initiatives of evangelization in the world of work;
- d) and, last, to share WMCW's concerns with regard to international solidarity and evangelization.

Our working party will be composed of three persons: two Canadians (a man and a woman) from MTC of Quebec, and myself, WMCW chaplain.

The dates that suited us all fell on the last fortnight of November, i.e. 16 to 28 November.

As your country is so huge, we decided to limit our travel to the following towns: Washington, Chicago, Detroit, New York, Boston. The first week would be spent in Washington, Chicago and Detroit, and the second week in New York and Boston.

.../..

After this brief outline, may we request your assistance in the following way:

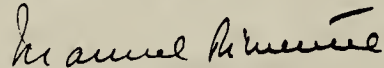
- to help us make contacts in Washington and to suggest somewhere to stay;
- to help us in our contacts in the other towns by suggesting people we could meet;
- to give us some good advice so that our visit will be as worthwhile as possible.

I realize that we are asking a lot of you, but am sure that you will understand that we want to meet with people who work and think along the same lines as WMCW: your knowledge and understanding of the world of work will be invaluable and help us not to waste time and cut many corners.

We enclose a list of five addresses and would be obliged if you could give us your appreciation of them.

We thank you most sincerely in advance for your kindness in offering to help, and look forward to meeting you.

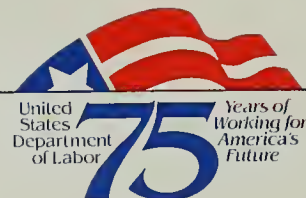
Yours sincerely,



Manuel Pimentel,
General Chaplain.

Encl.

October 23, 1987



Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts 02108

Dear Mr. Osborn:

I am delighted that you have accepted my recent invitation to serve on our Honorary Committee. Under Separate cover, I am sending you a ceremonial copy of the Presidential Proclamation which created the Committee.

Enclosed is a summary of Anniversary events planned for Washington, D.C. to date. We hope that you or your associates will be able to participate in some of these events.

Our Regional Offices are scheduling Anniversary events outside of Washington that might interest you. These will include social events, film showings, conferences, etc. As an example, our San Francisco staff is cooperating with the Industrial Relations Research Association, the Bar Association, and the University of California is sponsoring a major conference on March 17, 1988 on labor law and labor management cooperation in the 21st century.

For those of you who will be interested in events outside of Washington, I am enclosing a list of my representatives in the ten regional offices. Please contact them for current information about the Diamond Jubilee events they are planning.

We hope you will mark your calendar for the birthday banquet on Friday, March 4, 1988. Also, let us know if you are particularly interested in the symposia and the Former Secretaries Forum scheduled for December 9 and 10, 1987. Except for the banquet and the International Productivity Symposium, there will be no admission charges. We will welcome your participation in any of the other planned events. Your interest in the Department of Labor is very much appreciated.

Very truly yours,

A handwritten signature in dark ink, appearing to read 'W. E. Brock', is written over the typed name.

WILLIAM E. BROCK
Secretary of Labor

Enclosures

WEB:trf



Department of Labor Diamond Jubilee
Events Planned for Washington, D.C.

March 4, 1988 - The 75th Birthday of the Department

In the morning, the annual DOL Honor Awards Ceremony with current DOL employees, DOL alumni, Honorary Committee and the general public as the audience.

All day, the U.S. Postal Service will provide a postal station in DOL's building for the cancellation of first day covers. These will be collector's items.

In the evening, the gala Diamond Jubilee banquet at the Washington Hilton Hotel with the Secretary, the heads of the AFL-CIO and U.S. Chamber of Commerce, the former secretaries of Labor, national leaders of labor, industry, the Congress, and academia. The President of the United States is expected to attend. The banquet's sponsor will be the newly formed Friends of the Department of Labor (FDL) under the leadership of former Secretary of Labor W. J. Usery. Honorary Committee members will be given first opportunity for ticket purchases with preferential seating. Mark your calendars. More details to follow.

December 9 and 10, 1987 - Symposia on Issues for the Future

Three symposia with invitational audiences featuring outstanding national experts and policy formulators discussing principal policy issues that DOL and the nation will need to address in the next two decades.

Wednesday, December 9, 1987

Morning: Reconciling the Needs of Work and Families
Afternoon: Stimulating a More Flexible Work Force

Thursday, December 10, 1987

Morning: Labor Standards in the Year 2000

The panelists will be identified and more details will be provided in the near future. Honorary Committee members who wish to receive invitations and more details should notify us within the next two weeks. DOL's auditorium capacity is 250.

December 10, 1987 - Former Secretaries Forum

At 2:30pm, Secretary Brock will join with (it is hoped) all of the former Secretaries of Labor (there are nine of them!) for a discussion of the past and the future in the work of the Department. The audience will be invitational and the event will probably be televised. Honorary Committee members who wish to be included on the invitation list should notify us within the next two weeks.

Approximately Mid-December 1987 - Unveiling of Posters of DOL's Labor History Murals

This will be an event to introduce the set of labor history posters which are to be made available under the General Services Administration's "Arts in Architecture" program. The posters will feature reproductions of the labor murals hung in DOL's lobby by the distinguished artist Jack Beal. It is expected that Mr. Beal will participate personally in the event which will begin the world-wide sale by the Government Printing Office of these unusual posters at about \$2.00 per poster.

February 1-5, 1987 - Job Corps Skills Demonstrations

In DOL's Great Hall, Job Corps trainees will demonstrate their skills in a host of vocations - plastering, bricklaying, cosmetology, and the like. Joining in will be AFL-CIO unions represented by skilled workers demonstrating their prowess.

April 10-13, 1988 - International Productivity Symposium III

The theme "Productivity and Employment: Challenges for the 1990s" is bringing together the principal American and foreign concerned with this vital subject. Besides DOL, sponsors include AFL-CIO, National Association of Manufacturers, Institute of Industrial Engineers, American Productivity Management Association, International Labor Organization, American Productivity Center, Canadian Labour Market and Productivity Center, European Association of National Productivity Centers, Japan Productivity Center, Organization for Economic Cooperation and Development, SAF in Sweden, Ontario Quality of Work Life Center and the U.S. Departments of State, Commerce and the General Accounting Office. There is a registration fee. Interested Honorary Committee members should contact IPS Registrar, Institute of Industrial Engineers, 25 Technology Park/Atlanta, Norcross, Georgia 30092. Telephone: 404/449-0460.

March 1988 - 75th Anniversary Edition of the Monthly Labor Review

The entire issue will be devoted to DOL's history and its future with an outstanding group of contributing authors.

November 1, 1987 - Postal cancellations

For six months, beginning November 1, 1987, every stamped envelope to pass through the main post office in Washington will be cancelled with a die duplicating our 75th Anniversary slogan.

July 4, 1988 - Fireworks

The Honorary Committee will be invited to assemble on DOL's roof to view the magnificent Independence Day Washington, D.C. fireworks display and to hear the preceding concert on the U.S. Capitol grounds.

October 6, 1987 & Labor Day 1988 - State of the Workforce Messages

As a 75th Anniversary feature, Secretary Brock delivered the first annual Secretary of Labor's "State of the Workforce Message." The second will be delivered by the Secretary around Labor Day 1988, beginning, it is hoped, an annual event.

Around Labor Day, 1988 - Unveiling the DOL "Hall of Fame"

To memorialize DOL civil servants of the past and inspire current and future ones, there are plans to identify posthumously great DOL innovators of the past and to institute a system for adding honorees in the future. A distinguished committee of labor historians is working on this now.

That is what is planned so far for Washington D.C. observances. More is being added and you will be kept informed. We would welcome your comments, reactions, suggestions.

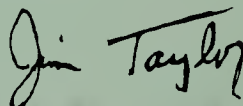
For current information concerning events being planned for outside of Washington, please contact the Secretary's Representatives in the regions. The Secretary's Representatives are:

Region I: Boston (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)
John T. Flynn, Room 1600, JFK Federal Building,
Boston, Massachusetts 02203
Tel: 617/565-2281

Region II: New York (New York, New Jersey, Puerto Rico, Virgin Islands)
Walter Kirby, Room 605B, 201 Varick Street,
New York, New York 10014
Tel: 212/337-2386

Region III: Philadelphia (Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia)
Katherine Donahue, Room 14120, 3535 Market Street,
Philadelphia, Pennsylvania 19104
Tel: 215/596-1116

- Region IV: Atlanta (Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee)
Kenneth Baker, Jr., Suite 624, 1371 Peachtree Street, NE, Atlanta, Georgia 30367
Tel: 404/347-4366
- Region V: Chicago (Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin)
Ted Brown, Room 3810, 230 South Dearborn Street, Chicago, Illinois 60604
Tel: 312/353-4703
- Region VI: Dallas (Arkansas, Louisiana, New Mexico, Oklahoma, Texas)
Herbert Stone, Room 107, 525 Griffin Street, Dallas, Texas 75202
Tel: 214/767-6807
- Region VII: Kansas City (Iowa, Kansas, Missouri, Nebraska)
Edward Allen, Room 2508, 911 Walnut Street, Kansas City, Missouri 64106
Tel: 816/374-6371
- Region VIII: Denver (Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming)
Joe Nunez, Room 1456, 1961 Stout Street, Denver, Colorado 80294
Tel: 303/844-4131
- Region IX: San Francisco (Arizona, California, Guam, Hawaii, Nevada)
Bart Hess, Suite 1035, 71 Stevenson Street, San Francisco, California 94102
Tel: 415/995-5434
- Region X: Seattle (Alaska, Idaho, Oregon, Washington)
Paula Rinta Stewart, Room 7005, 909 First Avenue, Seattle, Washington 98174
Tel: 206/442-0574



James F. Taylor
The Planning Coordinator
Office of the Secretary
U.S. Department of Labor
Washington, D.C. 20210
Tel: 202/523-3271

Enclosure

GREATER LOWELL CENTRAL LABOR COUNCIL A.F.L.-C.I.O.

P.O. BOX 2227 HIGHLAND STATION
LOWELL, MA 01851
1 (617) 452-5549

✓
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— President —

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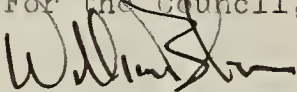
WILLIAM J. BLAIR
— Recording Secretary —

October 29, 1987

Dear Arthur,

The Council wishes to congratulate you on your recent election as President of the Mass AFL/CIO.

Wishing you continued success in your efforts to develop the Mass AFL/CIO as the organization representing all the working people in Massachusetts by developing strong "grass-roots" involvement.

For the Council,


William Blair, Sectry.

7 1 - 10

R. L. R.

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MASSACHUSETTS / AFL-CIO UNION LABEL & SERVICES TRADES COUNCIL

Buy Union — Buy American
8 Beacon Street, Room 48
Boston, MA. 02108
Tele: (617) 523-0469

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Anthony Romano

Lucy Festa

Carl Proper

Richard O'Neill

Ralph R. Minsky

October 21, 1987

Mr. Arthur R. Osborn, Pres.
Mr. Robert Haynes, S.T.
Mass AFL-CIO
8 Beacon Street, 3rd Floor
Boston, MA 02108

Dear Arthur and Bob;

PRESIDENT EMERITUS

Edward F. O'Neill

The Mass Union Label & Service Trades Council, wants to thank you for the very generous contribution made by the Mass. AFL-CIO to the annual "Union Label Display" at the Convention, held at the Park Plaza Hotel, Boston, MA October 6 through the 9th, 1987.

The Color Television was certainly the highlight of the "prizes" raffled off at the close of the Convention and during the days of the open display. We are sure that the winner was very happy.

Once again thanking you for helping to make our "Display" a success, We remain:

Fraternally yours in Solidarity and the future of the Union Label.

Giro J. Cardinal
GIRO J. CARDINAL
President

Tom Scanlan
THOMAS M. SCANLAN
Secretary-Treasurer

Murray H. Finley
Angelo Fosco
William W. Winpisinger
Wayne E. Glenn
Frank Drozak
Richard I. Kilroy
William H. Bywater
Owen Bieber
Morton Bahr
Milan Stone
Lenore Miller

TRADE UNION RIGHTS, PEACE AND DEMOCRACY IN CENTRAL AMERICA

Report of a Delegation of AFL-CIO Union Presidents to Nicaragua and El Salvador
September 1-6, 1987

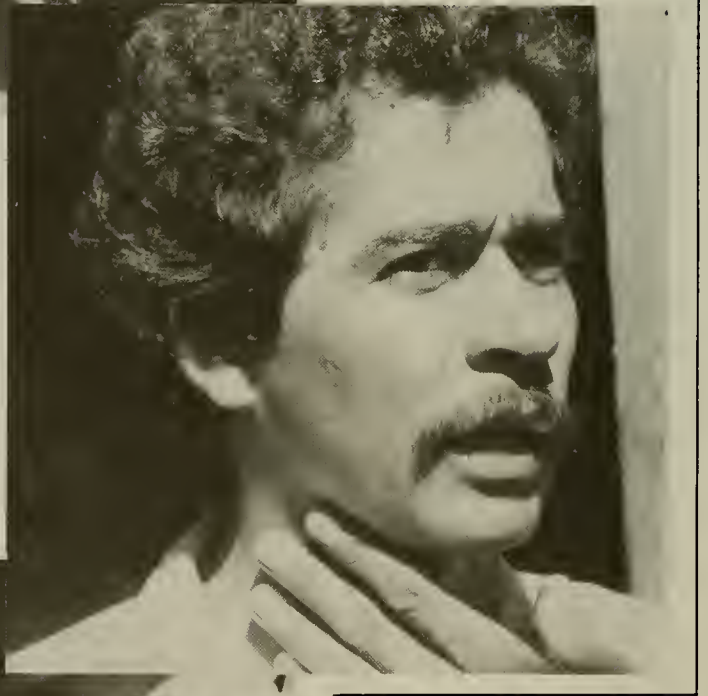


The Delegation

Violeta de Chamorro, publisher of independent Nicaraguan newspaper *La Prensa*, meeting with delegation of AFL-CIO union presidents and staff. From left to right: Joel R. Freedman, Assistant to the President, International Union of Bricklayers; John T. Joyce, President, International Union of Bricklayers; Tom Kahn, Director of International Affairs, AFL-CIO; Robert A. Georgine, President, Building and Construction Trades Department, AFL-CIO; William H. Wynn, President, United Food and Commercial Workers International Union; Thomas R. Donahue, Secretary-Treasurer, AFL-CIO; Violeta de Chamorro; Edward T. Hanley, General President, Hotel Employees and Restaurant Employees International Union; John J. Sweeney, President, Service Employees International Union; Santos Tijerino and Alvin Guthrie, elected officers of the Nicaraguan Confederation of Trade Union Unity (CUS). David Jessup, Special Asst., American Institute for Free Labor Development, was also a member of the delegation.



TO GAIN THEIR RIGHTS...



SUMMARY

A delegation of six members of the AFL-CIO Executive Council and three staff visited Nicaragua and El Salvador September 1-6, 1987. We met with government leaders, opposition groups, and representatives of the armed resistance in both countries.

We were privileged to spend considerable time with the leaders and members of the democratic trade union movements in both countries, the Confederation of Trade Union Unity (CUS) in Nicaragua and the National Union of Workers and Campesinos (UNOC) in El Salvador. Their first-hand accounts of struggles, victories and defeats provided the most intense and moving moments of the trip.

In Nicaragua, we found basic democratic freedoms to be non-existent. Independent trade unionists explained that since the closure of *La Prensa* and Radio Catolica, there are no independent communications media available to Nicaraguans. The right of assembly is severely curtailed, and freedom of association is undermined by legal and extra-legal harassment. Special resentment was voiced against the Cuban-style neighborhood "defense committees" that were reported to withhold food ration cards for many members of CUS on the grounds that they are "counterrevolutionaries" or "CIA agents." These epithets were especially upsetting to CUS members who had actively fought with the Sandinistas to overthrow the Somoza dictatorship. Criticism of the Government was expressed rather openly to our delegation, but union members told of retaliation against such expression, including several instances of arrests and attacks by Sandinista mobs.

In El Salvador, democracy is functioning, but endangered. Political parties openly compete for support, newspapers and television stations criticize the Government, and organizations exercise freedom of association. The right wing death squads have been substantially curbed, but not totally eliminated. Currently, the major stumbling block to full consolidation of democracy is the slow pace of judicial reform. Until high-ranking military officers are convicted of crimes, and judges are freed from corruption and intimidation by the oligarchy, democracy will be threatened in El Salvador.

Democratic trade unionists expressed general support for President Duarte's democratic opening, while criticizing some government policies. Economic stagnation was said to be a potential source of instability. Wages have not kept pace with inflation. Unionists reported that respect for human rights has increased greatly since the 1980-1983 period. Army behavior toward civilians has improved, with certain glaring exceptions noted in the report.

The timing of our visit only three weeks after the signing of the Central American Peace Accord gave the trip special significance. The Peace Accord is ingeniously simple in concept: it calls for a guarantee of democratic freedoms to be put into practice *simultaneously* with a cessation of fighting and a termination of aid to insurgents. The target date for implementation is November 7, 1987.

Like previous AFL-CIO resolutions, the Central American Peace Accord establishes a firm link between democracy and peace. Throughout our trip, support was expressed for the concept of the Peace Accord, along with considerable skepticism about the likelihood of compliance with the Accord's democratization provisions. One Nicaraguan opposition leader posed a key question: Who will define what "democratization" means? Will it be the Sandinistas, according to their constitution, or will it be the world's democracies?

In the view of the delegation, "democratization" should at a minimum accord trade unionists the ten basic rights listed in this report. In both countries, we heard expressions of support for the idea of unions becoming involved in monitoring compliance with these democratization provisions. If international attention can be focused on such criteria, we believe the Central American Peace Accord offers an historic opportunity to achieve peace and democracy in the region.

INTRODUCTION

A delegation of six AFL-CIO Executive Council members and three staff advisors visited Nicaragua and El Salvador September 1-6, 1987. The purpose of the visit was to assess the situation of the democratic trade union movements in both countries and learn more about the conflicts in the region.

In Nicaragua, the delegation met with Vice-President Sergio Ramirez, who is also the Sandinista government's representative to the National Reconciliation Commission established under the Central American Peace Accord. The delegation also met with opposition political leaders, including elected National Assembly members Vigilio Godoy and Antonio Jarquin, and several representatives of the Coordinadora Democratica, a coalition of labor, private sector and political party organizations that boycotted the 1984 elections. The President of the Coordinadora, Carlos Huembes, is also the leader of the Confederation of Nicaraguan Workers (CTN), an independent labor federation. The delegation also met with Lucio Jimenez, the General Secretary of the Sandinista Workers Central (CST). A meeting with Cardinal Ovando y Bravo had to be canceled by the delegation due to scheduling difficulties.

The delegation visited the office of the independent newspaper, *La Prensa*, shut down by the Sandinista Government in 1985. The prospect of re-opening the newspaper was discussed with the paper's owner, Mrs. Violeta de Chamorro. A visit was also made to the Permanent Commission on Human Rights, whose Director, Dr. Lino Hernandez, was arrested two weeks before the trip. Alberto Saborio, the President of the Nicaraguan Bar Association, was also arrested. The delegation visited the homes of the two jailed individuals to offer support to their wives and families.

In El Salvador, the delegation spent more than an hour with President Jose Napoleon Duarte discussing the prospects for compliance with the Guatemala Peace Accord. Meetings were also held with Monsignor Rosa Chavez of the Catholic Bishop's Conference, General Adolfo Blandon, Chief of Staff of the Salvadoran Armed Forces, Dr. Julio Samayoa, the Minister of Justice, Edwin Corr, U.S. Ambassador to El Salvador, and Miguel Castellanos, a former high-ranking member of the Salvadoran guerrilla movement, the Farabundo Marti National Liberation Front (FMLN). An informal meeting was scheduled with the National Unity of Salvadoran Workers (UNTS), the guerrilla-backed labor organization, but its representatives did not appear, for unknown reasons.

A current leader of the FMLN guerrillas, Salvador Samayoa, met with the delegation in Managua, Nicaragua. Also present were Guillermo Ungo and Reuben Zamora from the Democratic Revolutionary Front (FDR), the political organization allied with the guerrilla movement. A meeting scheduled with the Nicaraguan Resistance (the contras) in San Salvador

was postponed until September 10, after the delegation's return. On that date several members of the delegation met with Alfredo Cesar from the Directorate of the Nicaraguan Resistance. Cesar represents the democratic socialist-oriented Southern Opposition Bloc within the contra leadership.

Aside from these formal meetings, the delegation spent considerable time with the leaders and members of the democratic trade union movements in both countries. We traveled with Alvin Guthrie, leader of the ICFTU-affiliated Nicaraguan Confederation of Trade Union Unity (CUS), to talk with union members at the grass-roots level in Leon, Chichigalpa and Posoltega. We met with women market vendors, sugar mill workers and campesinos. In El Salvador the delegation traveled with several campesino union leaders of the



Bricklayer's President Jack Joyce discusses problems of Nicaraguan market vendors with CUS leader in Leon.

National Union of Workers and Campesinos (UNOC) to Rosario de Mora, where we met with members of an agrarian reform cooperative, some of whom had spent time fighting with the guerrillas before renouncing armed struggle.

In many ways, these first-hand accounts of struggles, victories and defeats by union members and their families provided the most intense and moving moments of the trip. There is no question in our minds that the leaders and members of CUS in Nicaragua and UNOC in El Salvador are genuine trade unionists committed to waging a struggle for democracy and economic betterment under the most trying and dangerous circumstances. They deserve the continued support and solidarity of the AFL-CIO and all unions who share these goals.

THE CENTRAL AMERICAN PEACE ACCORD

The timing of our visit three weeks after the signing of the Central American Peace Accord gave the trip special significance. In some respects, the Peace Accord flows logically from positions long held by the AFL-CIO; namely, that political rather than military solutions be emphasized, and that democratic freedoms serve as the basis for securing peace.

The peace plan proposed by Costa Rican President Oscar Arias and modified and adopted by five Central American presidents on August 7 in Guatemala is ingeniously simple in concept: it calls for a guarantee of democratic freedoms to be put into practice *simultaneously* with a cessation of fighting and a termination of aid to insurgents. The target date for implementation is November 7, 1987.

Unlike some other proposals, the Central American Peace Accord establishes a firm link between democracy and peace. It is based on the idea that without internal pluralistic checks and balances, any Nicaraguan promise to stop subverting its neighbors would not be credible. In the words of President Arias, "without democracy, there can be no peace in Central America."

Throughout our trip, support was expressed for the concept of the Peace Accord, along with considerable skepticism about the likelihood of compliance.

In the case of Nicaragua, questions were raised about whether the Sandinista Government would respect democratic freedoms and trade union rights, not only in the short term but during the next several years leading to the presidential elections in 1990. Nicaraguan unionists point out this is not the first time the Sandinistas have signed statements guaranteeing pluralism and democracy. The question now, as it was in 1979 when the Sandinistas made similar promises to the Organization of American States, is how to insure implementation of the agreement in practice.

Nicaraguan Contra leaders have agreed to support the Accord. They insist on negotiations with their government to arrange the terms for a cease fire. They maintain that true democratization means ending Sandinista Party control of the Army, the neighborhood

defense committees and the other "mass organizations" used to stifle dissent.

In the case of El Salvador, a guerrilla representative of the Farabundo Marti National Liberation Front (FMLN) told us his organization had not accepted the accord. (After our visit, Costa Rican President Oscar Arias informed Salvadoran President Napoleon Duarte that the guerrillas had changed their position to one of acceptance.) A major difficulty will be to persuade Salvadoran guerrilla fighters to lay down their arms and reenter democratic political life. To accomplish this,

guerrilla followers must be convinced it is safe to return, and that high ranking military officers will be punished for any human rights violations that occur. Political allies of the guerrillas expressed doubt that the Government of Napoleon Duarte could sufficiently control the military and bring about judicial reform. On the other hand, Salvadoran unionists and others with whom we talked expressed doubts about whether the guerrilla leadership would ever give up armed struggle.



La Prensa owner Violeta de Chamorro reviews prospects for press freedom with Bill Wynn, President of United Food and Commercial Workers Union.

Dialogue

During our discussions, the question of symmetry repeatedly arose. The AFL-CIO has called on the governments of both Nicaragua and El Salvador to open a dialogue with their opposition to negotiate a settlement. We asked government representatives in both countries whether they were willing to enter talks with their armed opposition for the purpose of arranging a cease fire. President Duarte in El Salvador reminded the delegation he had already met with the guerrillas on two previous occasions. He said he would enter new talks on the condition that FMLN representatives accept the Peace Accord. On the other hand, Nicaraguan Vice President Sergio Ramirez stated that it was fine for Duarte to hold talks with the armed rebels in El Salvador, but that the Peace Accord only required such negotiations with unarmed opposition. In the Sandinista view, the Salvadoran guerrillas are an indigenous self-sustaining force with little outside help, whereas the con-

tras are externally-funded mercenaries with no internal support. The Sandinistas therefore refuse any dialogue with the contras.

Disarming the rebels

On the question of disarming the rebels in both countries, a similar asymmetry was noted. The Accord calls for a cease fire, cessation of outside aid to insurgents and denial of the use of territory to the insurgents by neighboring countries. Vice President Ramirez of

The Wright Plan

The Peace Plan issued by House Speaker Jim Wright and the Administration on August 5 goes beyond the Central American Accord in two ways. It calls for negotiations for a cease fire in place "acceptable to the parties involved" by September 30. It also states, "when the cease fire is in place, the U.S. will immediately suspend all military aid to the Contras and simultaneously Nicaragua will stop receiving military aid from Cuba, the Soviet Union, and the Communist bloc countries."



President Napoleon Duarte of El Salvador explains his offer to dialogue with guerrillas. From left to right: Ed Hanley, Bob Georgine, Tom Donahue, President Napoleon Duarte, Bill Wynn, John Sweeney, Jack Joyce.

Nicaragua insisted on a further step: the rebels in both countries must lay down their arms and be reincorporated into society before full "normalization" can occur.

President Duarte would also like to insist on dismantling the armed rebels. But he does not hold democratization hostage to this outcome.

President Duarte also noted that Soviet-Cuban aid to the FMLN guerrillas is not covered by the agreement. Such aid could continue to flow even if Nicaragua discontinued its assistance. Guillermo Ungo and other guerrilla allies with whom we met refused to acknowledge the FMLN receives significant outside help. Other sources, however, indicated that the guerrillas had received substantial aid from the Soviet bloc -- including U.S. weapons from Vietnam -- and had stockpiled much of the material.

President Duarte noted that if the Sandinistas failed to live up to the agreement, the contras would have to seek help from a reluctant Congress. In contrast, the Salvadoran guerrillas receive support from countries that have no Congress, free press or special investigators questioning whether aid should be continued.

This provision is similar to one adopted unanimously by the AFL-CIO Executive Council in February.

However legitimate these provisions, the delegation believes it is a mistake for the Administration to press for renewal of contra aid prior to the November 7 deadline established by the Central American Accord. To the contrary, we believe the U.S. Government should find ways to encourage Sandinista compliance with the Accord. After November 7, if it becomes clear that the Sandinistas are offering only token compliance with the democratization provisions of the Accord, the Administration and Congress "would be free to pursue such actions as they deem necessary," as stated in the Wright plan.

Compliance With "Democratization"

As trade unionists, members of the delegation placed special emphasis on the "democratization" provisions of the Accord. We wanted to know how these measures would improve the free and independent functioning of unions in both countries. We sought assurances that such changes would be real rather than cosmetic.

It is our assessment that El Salvador will have little difficulty complying with the formal provisions of the Accord. Despite enormous problems, Salvadoran labor unions, including those allied with the guerrillas, regularly obtain legal recognition, produce publications, receive news coverage, purchase newspaper ads, hold rallies and marches, elect their own leaders, conduct strikes, and engage in electoral activities.

On the other hand, there is no reason for trade unionists to be satisfied with formal compliance with the Accord. The delegation heard complaints from Salvadoran democratic trade unionists about occasional rights violations by regional military authorities, circumvention of the law by conservative judges, and unfair application of an archaic labor code favoring recalcitrant employers. These problems, as well as the formal provisions in the Peace Accord, will need to be addressed if democratization in El Salvador is to move forward.

Yet such freedoms may not satisfy the guerrilla leadership. According to a former Salvadoran guerrilla leader with whom we met, guerrilla-backed unions and "popular organizations" are likely to severely test the limits of Salvadoran democracy in the coming months, using the tactics of violent confrontation.

In Nicaragua, Vice President Sergio Ramirez assured the delegation that Nicaragua intended to comply fully with the Accord's "democratization" provisions. This would include the reopening of La Prensa and Radio Catolica, and a return to "normalization under the Constitution." He provided no specifics, however, on whether "normalization" would include the right to strike, union access to the media, legal recognition of independent unions, freedom for workers to elect their own leaders, and liberation from the neighborhood committees and "mass organizations" that work with security police to control the population.

Moreover, Ramirez implied that Nicaragua would not fulfill the agreement if the contras were not fully dismantled as a fighting force. He warned that without such an outcome, fragile "democratic experiments would be threatened" in surrounding countries. Lucio Jimenez of the Sandinista Workers Central urged the AFL-CIO to lobby Congress against contra aid. In reply, it was suggested that the best way for the Sandinistas to influence Congress and terminate the contra war would be to fully comply with the revolution's promises of democratization.

Nicaraguan civic opposition leaders fear that if the contras are dismantled, the Sandinistas could reimpose totalitarian controls with impunity. These leaders insisted that the contras did not represent them, nor vice versa. Several noted, however, that the contra movement had created a "political space" for civic opposition groups.

Dr. Virgilio Godoy, President of the Liberal Independent Party (PLI), suggested several ways in which the Sandinistas might avoid full compliance. He noted the "magical reappearance" of government-controlled "divine mobs" as a probable substitute for military and police repression during the peace process. He thought it probable that in allowing *La Prensa* to resume publica-

tion, the Sandinistas might limit access to foreign exchange and supplies, and prohibit the hiring of certain independent reporters recently accused of working with the CIA. Godoy also pointed out that the current military conscription law, which applies to anyone between the ages of 17 and 40, can be utilized indefinitely to stifle organizational life by selectively drafting opposition leaders for military service.



Will her rights be protected by the Peace Accord? Francisca Sandoval's son-in-law and two friends were abducted from her home by Nicaraguan police at 10:00 pm on September 2 to be inducted into Sandinista Army.

Who will decide on Compliance?

Dr. Eduardo Rivas, former President of the Coordinadora Democratica, posed a key question: Who will define what "democratization" means? Will it be the Sandinistas, according to their constitution, or will it be the world's democracies?

According to the Peace Accord, the first body responsible for monitoring is the four-member National Reconciliation Commission appointed in each country. In Nicaragua, the Commission was widely believed to be stacked in favor of the Sandinistas. (Our trip ended before the Salvadoran Commission had been appointed.) The Accord will also be monitored by an eight-nation International Reconciliation Commission and by the Central American Presidents themselves, when they reconvene in January.

In both countries, it was repeatedly suggested that independent organizations such as trade unions become engaged in the monitoring process. Without such private efforts, it was feared, the governments involved might downplay issues of democracy and trade union rights. Alvin Guthrie of CUS suggested that international labor observers would be helpful in assuring full compliance in Nicaragua. President Duarte also welcomed

the participation of private monitoring teams in El Salvador.

The delegation supports the idea of private monitoring, and suggests that such efforts would need to address three questions: 1) What *specific criteria* should be used to judge the general terms of democratization outlined in the Peace Accord? 2) What *actions* would be appropriate for testing the criteria? 3) What degree of *international support* can be mobilized to back such actions?

In the view of the delegation, "democratization" should at a minimum accord trade unionists the following rights:

- produce and distribute publications;
- gain access to the mass media;
- have the right to strike and obtain legal recognition in compliance with fair labor codes administered by a fair judicial system;
- choose union leaders in free elections;

- obtain materials, transportation, and other items necessary for organizational functioning;
- operate free from control by state-controlled unions and "mass organizations";
- organize peaceful public meetings, rallies and demonstrations in accordance with reasonable laws;
- travel freely throughout the country to conduct union business and electoral campaign activities;
- endorse and support candidates for public office in free and fair elections;
- obtain freedom from political imprisonment and harassment by government-connected mobs or death squads.

A checklist of these criteria is appended to this report. If international attention can be focused on such criteria, we believe the Central American Peace Accord offers an historic opportunity to achieve peace and democracy in the region.

NICARAGUA - THE STRUGGLE FOR TRADE UNION RIGHTS

There is no democracy in Nicaragua today. That sentiment was expressed repeatedly by leaders and members of independent trade unions, non-Sandinista political leaders, and representatives of the independent press, private sector and human rights organizations with whom we met. It was also confirmed indirectly by Sandinista spokesmen, who stated that democratic rights cannot be allowed until after the war is ended.

Many Nicaraguans with whom we met explained that since the closure of *La Prensa* and Radio Catolica, there are no independent communications media available to Nicaraguans. We were told that the right of assembly is severely curtailed, and that freedom of association is undermined by legal and extra-legal harassment. Special resentment was voiced against the Cuban-style neighborhood "defense committees" that were reported to withhold food ration cards for many members of CUS on the grounds that they are "counter-revolutionaries" or "CIA agents." These epithets were especially upsetting to CUS members who had actively fought with the Sandinistas to overthrow the Somoza dictatorship.

Criticism of the Government was expressed rather openly to our delegation, but union members told of retaliation against such expression, including several instances of arrests and attacks by Sandinista mobs. We visited the burned out home of Luis Izaguirre, the political secretary of CUS in Chichigalpa. He lost a grandson in a blaze that engulfed his home on November 6, 1986, two weeks after he had returned from a trade union-sponsored trip to Europe. During the trip, Izaguirre had criticized the Sandinistas. The cause of the fire is unknown, although neighbors believe the fire was deliberately set.



Delegation examines shell of CUS leader Luis Izaguirre's home, which was burned after he criticized Sandinistas. Left to right: Jack Joyce, Bill Wynn, Tom Kahn, Alvin Guthrie.

During the delegation's visit to Posoltega to inaugurate a water pump and well financed by a previous AFL-CIO delegation to Nicaragua, several new cases of human rights abuses were called to our attention. One involved a visit to the village by a local Sandinista leader on the day prior to our arrival. Townspeople reported that upon seeing the large welcome banner made in our honor, the Sandinista official became very

angry, threatened to shoot holes in the banner and blow up the water pump. Although the threat was not carried out, members of the community expressed concern that even so innocuous a project as a water well would be deemed "counterrevolutionary" by the local authorities.

Far more consequential was the account of Lucila Perez, who told us her 17-year-old son, Julio Cesar Perez, was abducted by a policeman on June 28. His body was returned several days later, hacked to pieces. At first, authorities claimed he had fallen into the ocean and was attacked by sharks. Later, the policeman was arrested in connection with the case, but was later released. No motive was established for the attack.

Another woman, Francisca Sandoval, made a special trip to the inauguration to ask the delegation's help in freeing her 25-year-old son-in-law and two friends. The youths were abducted from their homes at 10:00 pm the previous night. The names of the three young men, all CUS members from an area known as Parcelas El Porvenir, are Julio Rodriguez, Juan Vilchez Diaz, and Reinaldo Vilchez Diaz. According to Mrs. Sandoval's account, the young men were taken away in handcuffs, "like criminals," for induction into the army.

The delegation discussed the Sandoval case with Nicaraguan Vice-President Sergio Ramirez the following day. Ramirez claimed that forced conscription was not government policy, and assured us that an investigation would be conducted.

The Arrest of Dr. Lino Hernandez

In the meeting with Vice President Ramirez, the delegation also protested the arrest and detention of Dr. Lino Hernandez, President of the Permanent Human Rights Commission, and Dr. Alberto Saborio, President of the Nicaraguan Bar Association. The men were arrested August 15 during an attempted street march by several hundred people following a meeting of the civic opposition group, the Coordinadora Democratica. According to a CUS leader who was jolted with a cattle prod when he attempted to pull Hernandez away from his attackers, Hernandez was standing on the periphery, uninvolved in the demonstration.

A member of the delegation pointed out to Vice President Ramirez that singling out these two individuals for arrest and denying them visitation rights would adversely influence members of Congress. Ramirez stated he would look into the question of visitation rights, but made no commitment to free Hernandez and Saborio.

We learned from the prisoners' wives that the men had been visited by a medical doctor and were reported to be in satisfactory health, despite their partial hunger strike. They were subsisting on water and occasional fruit to control high blood pressure. The families were anxious for international support and expressed gratitude for our visit. (Hernandez and Saborio were eventually released on September 9 at the request

of Senator Tom Harkin, having served 24 days of a 30-day sentence.)

Nicaraguan trade unions

The hopes of CUS members and leaders for true trade union freedom after the 1979 revolution have not been realized. Several unionists told us that those who refuse to join the Sandinista Workers Central (CST) suffer reprisals: takeovers of CUS offices, denial of ration cards, arrests and imprisonment of members and



AFL-CIO Secretary-Treasurer Tom Donahue and CUS General Secretary Alvin Guthrie sample water from a new well built for the people of Posoltega, Nicaragua.

leaders, attacks on members' homes by Sandinista mobs, closure of union publications, and denial of legal recognition to CUS unions.

Wages are set by a government agency. True collective bargaining is therefore impossible. In adapting to this situation, the CUS has found other ways to benefit members, ranging from apprenticeship training schools for electricians to the establishment of a cooperative pig farm. We were told that despite the repression, the CUS has been able to survive and grow to include 30,000 members. Yet CUS leaders believe their existence to be a tenuous one.

A radically different view of trade union rights was expressed by Lucio Jimenez, General Secretary of the Sandinista Workers Central. He stated there is no persecution of unions in Nicaragua. The elections of 1984, he maintained, were "freer than those in the U.S." in terms of voter turnout and the number of parties that participated. Jimenez claimed that any organization, including a union, can issue its own publication, and that "free exchange of ideas" is desirable. He asserted it was unfair to claim that workers were pressured to join the CST. He acknowledged that an attempt was made to

achieve "unity" of all unions, but that no coercion was involved. Most workers joined the CST because of its role in the revolution, he said. The CST currently includes 600 unions representing 110,000 members, according to Jimenez.

In response to a direct question, Jimenez stated he did not believe the CUS or the AFL-CIO was tied to the CIA. He further stated the CUS was "playing a positive role in the revolution." A member of the delegation expressed hope that CST representatives would stop claiming otherwise when they visited the U.S.

No Right to Strike

Regarding the most fundamental of trade union rights, the leader of the Sandinista Workers Central expressed two views. At the beginning of our discussion, Jimenez said the right to strike was temporarily suspended due to the war. Even in these circumstances, however, if workers want to strike, they do. As an example, Jimenez cited the Victoria brewery strike in 1984, which took place against the wishes of the CST. "I was criticized by other union leaders for not being able to stop these workers from striking," he said.

Later in the meeting, Jimenez was reminded that the CST had adopted a resolution in 1984 opposing the right to strike on grounds unrelated to the war. According to the resolution, strikes are necessary in capitalist countries, but not in a workers' state like revolutionary Nicaragua. When asked whether this resolution still represented the CST view, Jimenez stated emphatically, "yes." He explained that strikes are not the only

weapon of the working class, and that under current conditions it was more important to expand production and fight against armed aggression than it was to go on strike.

In reply to a request by Jimenez that he be invited to address the AFL-CIO convention, it was stated that AFL-CIO policy prohibited such invitations to groups affiliated with the Communist World Federation of Trade Unions, and that in any case, AFL-CIO convention delegates would react negatively to the CST's support for the Government unions of Poland against the workers in Solidarnosc.

La Prensa

The owner of *La Prensa*, Mrs. Violeta de Chamorro, told the delegation her skeleton staff of 50 employees is ready to resume publication as soon as permission is granted. A request is pending before the Ministry dealing with external commerce to import a piece of equipment. The request would provide an early test of Sandinista intentions, she stated. (On September 20, the Nicaraguan Government announced that *La Prensa* would be allowed to resume publication without censorship, and Mrs. Chamorro announced that the newspaper would be in print by October 1.) Mrs. Chamorro warned that the newspaper only had enough funds and supplies to publish for 27 days. We strongly urge publishers and journalists in the West to establish an assistance program to provide newsprint and other supplies to *La Prensa* during this critical period.



Wife and children of Dr. Lino Hernandez, director of the Nicaraguan Permanent Commission on Human Rights. Hernandez was jailed by Sandinista police while observing a demonstration by opposition groups. With Mrs. Hernandez is John Sweeney, on left, and Ed Hanley.

EL SALVADOR - THE CONSOLIDATION OF DEMOCRACY

Democracy is functioning in El Salvador, despite continuing dangers. The delegation saw evidence of a robust political life. Political parties openly compete for support, newspapers and television stations criticize the Government, and organizations exercise freedom of association. The major stumbling block to full consolidation of democracy is the slow pace of judicial reform, as noted below.

Democratic trade unionists with whom we spoke expressed general support for President Duarte's democratic opening, while criticizing the current labor law and government economic policies. They reported that respect for human rights has increased greatly since the 1980-1983 period. Army behavior has improved, with certain glaring exceptions described below.

Cutbacks in U.S. economic aid have forced an austerity program on the Salvadoran economy. Economic stagnation was said to be a potential source of instability. Wages have not kept pace with inflation. During our first day in El Salvador, representatives of the National Union of Workers and Campesinos (UNOC) told us that three affiliates were currently preparing for strikes: the port workers, the fishery workers, and the large construction union in San Salvador.

Access to credit is another chronic problem for working people. Luis Grande Presa, General Secretary of the General Confederation of Labor (CGT), described a small but potentially significant project to provide credit to unionized street vendors. Using funds donated by the Austrian labor movement, the project has provided small loans to more than 200 vendors to invest in inventory and equipment. Not a single one has defaulted.

The military and human rights

Despite improvements in the military's treatment of workers and campesinos, leaders of UNOC reported two disturbing incidents of human rights abuses by regional military officers. Since the arrival of a new military commander of Sonsonate province, there has been a total of seven robbery-related murders. Several soldiers and one woman have been arrested in connection with the crimes, but most people believe that the guilt lies higher up. In a separate incident, a Lieutenant was arrested for the murder of three individuals whose bodies were taken to the town of Santa Ana. UNOC leaders have demanded a full investigation and called on the Army to remove the commander.

The delegation discussed this issue with General Blandon, Chief of Staff of the Salvadoran Armed Forces. General Blandon admitted that the military academy had not turned out enough professionally qualified officers. He advocated changing the military code to provide harsher punishment for human rights

offenders. He said the International Red Cross and the Catholic Church had assisted in training soldiers to respect human rights, but that more needed to be done.

General Blandon gave us assurances that the military fully supported the Peace Accord, backed President Duarte in negotiations, and would uphold election results no matter which party wins. General Blandon also assured the delegation that the Army would not protect those accused of murdering three labor leaders in the Sheraton Hotel in 1981. A delegation member suggested that the problem was not protection for the murderers, but protection of witnesses and judges from the murderers. The delegation pointed out that not a single high-ranking military officer had yet been convicted in this or any other case.

UNOC leaders urged the AFL-CIO to continue its support of economic and military aid to El Salvador, provided such aid was conditioned on continued human rights progress.



Bob Georgine examines construction project at Rosario de Mora agricultural cooperative in El Salvador. Such coops are the result of agrarian reform.

Trade Union Rights

Salvadoran unions appear to enjoy substantial freedom to organize, demonstrate, publish and go on strike (although many strikes are illegal in a technical sense). The National Union of Workers and Campesinos (UNOC) currently has between 260,000 - 300,000 members. Yet the delegation found that Sal-



Simon Parada of ACOPAI explains campesino struggle for land reform

vadoran unions tend to be weak and disadvantaged when it comes to dealing with powerful employers. Public sector workers do not have collective bargaining rights on wage and salary matters. Businessmen, who often regard unions as "subversive," often count on the judiciary to side with them in labor disputes. UNOC leaders told the delegation that one of their legislative priorities this year is reforming the labor code.

Complicating the labor picture is a guerrilla-backed union group, the National Unity of Salvadoran Workers (UNTS). UNTS representatives failed to appear for a scheduled meeting for unknown reasons. According to democratic trade unionists, the UNTS leadership promotes provocative and confrontational actions designed to provoke a political crisis. According to Miguel Castellanos, a former guerrilla leader, the ultimate aim of most UNTS leaders is the victory of the Marxist-Leninist FMLN. It is also believed that the rank-and-file members of most UNTS unions are not guerrilla supporters. Their demands and grievances are often reasonable and justified. Such workers usually suffer the most in clashes between politically motivated UNTS leaders and reactionary managers.

Such appeared to be the case in the recent strike of the UNTS-affiliated STISSS hospital workers union at the Salvadoran Social Security Institute. Both the STISSS union leadership and the management chose a confrontational course. Several Salvadoran unionists noted that STISSS and UNTS demanded President Duarte's resignation, and attempted to take over government buildings with clubs armed with nails. Police fired their weapons into the ceiling, wounding more than 20 people. In the end, employees failed to gain a salary increase, and the union came close to

being disbanded by the Government for illegal activities. The union avoided this outcome by agreeing to a settlement on the day of our visit.

Delegation members expressed concern for the striking workers to several government officials. Service Employees International Union President John Sweeney made special arrangements to meet with hospital workers union leaders to discuss the current state of their job actions and express solidarity with the legitimate trade union aims of the striking workers.

Despite UNTS leaders' claims of severe government repression, their organization continues to hold public meetings, marches and demonstrations. It regularly purchases newspaper ads, some signed by U.S. union activists, supporting its causes. A high Church official explained that the left was very successful in manipulating U.S. public opinion in favor of the UNTS. He urged democratic unions to counter such misinformation.

Whatever its propaganda successes in the United States, the UNTS demonstrations appear to be attracting fewer and fewer people in El Salvador. According to democratic trade union leaders, the UNTS tactics of stopping buses, painting and destroying vehicles, taking over buildings and attacking police with clubs spiked with nails have alienated many people, including some on the left.

Land Reform

The delegation received a comprehensive briefing on land reform from the leaders of El Salvador's major campesino organizations. Samuel Maldonado, General Secretary of the Salvadoran Communal Union (UCS), explained that the Phase I conversion of large landholdings to campesino-run cooperatives had irreversibly changed El Salvador's land tenure system.



Salvadoran campesino member of UCS agricultural cooperative

Land reform was our very first triumph. ...For the extreme right, this has been a terrible disaster, because they lost their privileges. And the extreme left lost its banner, the reason for its existence.

Citing the most recent statistics from agrarian banks, Maldonado refuted conservative arguments that land reform had resulted in lower productivity. He estimated that out of the 300 Phase I cooperatives, 30 percent were doing well, 40 percent were breaking even and 30 percent were suffering economic losses. Major problems include poor administrative and technical support, destruction caused by the war, and low world prices for export products.

Speaking for the small, individual farmers that benefited from the Phase III "Land to the Tiller"



Harvesting sugar cane in Salvadoran land reform cooperative.

program, Simon Parada of ACOPAI explained that of 79,000 title petitions filed by beneficiaries, 62,000 provisional titles and 19,000 definitive titles had been issued. He expected the titling process to proceed slowly but steadily. Contrary to some critic's claims, the small-sized parcels (17 acres) were sufficient in most cases to sustain a family, Parada said.

Phase II of the land reform, delayed for three years by a conservative-controlled Constituent Assembly in 1982, will go forward in combination with new lands made available by the Government. When all three phases are complete, according to Luis Grande Presa of the CGT, a significant portion of the arable land will have been redistributed. In his view, the success of the land reform will have been well worth the bloody price paid to achieve it.

The most frustrating problem for small farmers is rooted in the judicial system. Lawyers for the UCS explained how certain judges too often rule in favor of large landholders. In one case, the Supreme Court

returned an expropriated farm to a relative of the Chief Justice, despite the fact that the relative had already been paid for his land. Attorneys who help small farmers are sometimes threatened with disbarment. Campesinos are occasionally threatened physically. Small farmers who are forced off their land in such title disputes must often wait years for a resolution of the problem in the courts.

Campesino union leaders suggested that the AFL-CIO help them devise new Congressional conditions for U.S. AID grants to the judicial system. They pointed out that such conditionality had provided leverage for improving human rights conditions when applied to military aid.

Judicial Reform

The delegation used every possible opportunity to discuss the issue of judicial reform with Salvadoran leaders. We pointed out that the failure to prosecute high-ranking military officers for crimes such as the Las Hojas massacre and the murder of Michael Hammer, Mark Pearlman and Rodolfo Viera at the Sheraton Hotel in 1981 would eventually erode Congressional support for El Salvador.

We were pleased to hear the Minister of Justice, Julio Samayoa, confirm that the prosecution of Captain Avila in the Sheraton case was continuing, however slowly and tortuously. But we were frankly disappointed in his response to related issues. One involved the failure to offer protection for judges, jurors and witnesses fearful of retaliation. We were offered a mind-boggling list of obscure legal provisions and constitutional requirements that somehow prevented the hiring of qualified security guards for protecting judges. We wondered why such regulatory minutiae never seemed to stand in the way of vigorous pursuit of guerrilla offenders.

Evasion of justice is only one of the problems rooted in the judicial system. Land reform is adversely affected, as noted above. Several of Duarte's legislative initiatives favored by unions have been overturned by the Supreme Court. And significantly for the peace process, the failure to prosecute alleged death squad leaders discourages some guerrilla followers from returning to civilian life, despite the improved atmosphere.

Even with technical improvements in the functioning of the courts, it is our feeling that the problems will persist until the attitudes of judges, or the judges themselves, are changed. Whether due to intimidation, corruption, or both, many judges are overtly biased in favor of the oligarchy. Lower court judges are selected by five Supreme Court judges who, in turn, are selected by the National Assembly. The 1988 Assembly elections will therefore partly determine the future of judicial reform. If the right regains control, judicial reform will be set back. The prospect of this happening may stimulate increased campaign activity by the unions.

It would be unfortunate indeed if the enormous progress Salvadorans have made in furthering democracy, land reform, human rights and trade union

freedom were derailed by failure to overhaul the judicial system. We realize such changes take time. But they also require the forceful intervention of politically powerful Salvadorans. We have grave doubts whether such political will now exists. Until the method of nominating, paying and protecting judges is changed, democracy will be threatened in El Salvador.

The Central American Development Organization (CADO)

The delegation was concerned by what we sensed was a lack of enthusiasm by some in the U.S. government for promoting the Central American Development Organization (CADO). This project, favored by Central American unions and the AFL-CIO, would establish a tripartite organization of government, business and labor representatives to make recommendations about the distribution of U.S. development aid in each Central American country.

Although enabling legislation was passed by Congress some time ago, implementation of CADO is lagging. The U.S. State Department and the Agency for International Development (AID) are evidently reluctant to share decision-making power over grants that have traditionally been the sole prerogative of governments.

This attitude, we believe, is shortsighted. Development aid projects will benefit from input by working people and campesinos, who are, or should be, major beneficiaries of U.S. aid. In addition, Central American unions must eventually gain a place at the table with

powerful employers who have traditionally regarded them with condescension and hostility. CADO is one instrument for increasing workers' stake in the democratic process, as well as improving the performance of development assistance programs.

The American Institute for Free Labor Development

A final word is in order regarding the AFL-CIO's American Institute for Free Labor Development (AIFLD). We spent considerable time with AIFLD staff during our travels. We found these individuals to be competent, professional and highly dedicated to the cause of working people and unions. Many are members of U.S. unions, and all work at some considerable risk to themselves and their families.

AIFLD functions under the control of the AFL-CIO and is fully accountable to the AFL-CIO. The AFL-CIO aggressively seeks U.S. government funds from Congress to further the work of AIFLD. Without such funds, democratic unions would have difficulty competing with labor organizations dominated and financed by employers or Leninist political movements. AIFLD's effectiveness is acknowledged, perhaps unintentionally, by those on both political extremes who regularly call for its expulsion from El Salvador and other countries. We believe that without the work of AIFLD, the possibilities for free trade unionism in Central America would be greatly diminished. U.S. unionists should not hesitate to give AIFLD their full support.



Nicaraguan Vice President Sergio Ramirez (center) explains his Government's position on the Peace Accord to AFL-CIO union presidents. From lower left: Bill Wynn, John Sweeney, Alvin Guthrie (Nicaraguan CUS), Tom Donahue, interpreter, Ramirez, Bob Georgine, Jack Joyce, Tom Kahn.

THE CENTRAL AMERICAN PEACE ACCORD

TEN-POINT CHECKLIST OF TRADE UNION CRITERIA FOR EVALUATING COMPLIANCE ON DEMOCRATIZATION

PEACE ACCORD DEMOCRATIZATION PROVISIONS

Complete freedom of press, TV, Radio;
No prior censorship

Right of Association

Right of Free Speech, "manifest publicly,"
whether oral, written or televised

Freedom of movement of political parties
to proselytize

Free, pluralist and honest elections

Termination of state of siege.

CRITERIA FOR COMPLIANCE

1. Production and distribution of union publications must be allowed.
2. Mass media must be equally accessible for notices and paid ads.
3. Unions must have the right to strike and be able to obtain legal recognition in accordance with reasonable laws applied in a fair judicial system.
4. Union members must be free to choose their own leaders in free elections without government interference.
5. Unions must be able to obtain materials, transportation, foreign exchange and other items necessary for organizational functioning.
6. Governments must cease promotion of state-controlled unions and "mass organizations" at the expense of independent groups.
7. Unions must be able to organize peaceful public meetings, rallies and demonstrations, with appropriate signs and placards, in accordance with reasonable laws.
8. Union leaders must be able to travel freely throughout the country to conduct union business and electoral campaign activities, including hiring buses to transport members to and from rallies.
9. Unions must be able to endorse and support candidates for public office in free and fair elections.
10. Political prisoners must be freed, harassment of union members by police or by government-connected mobs or death squads must cease.

**REPORT OF A DELEGATION OF AFL-CIO UNION PRESIDENTS TO NICARAGUA AND EL
SALVADOR, SEPTEMBER 1-6, 1987**



Former Salvadoran guerrilla turned farmworker (center right) meets with labor delegation. From left to right: Bill Wynn, John Sweeney, Bob Georgine, Tom Kahn, Tom Donahue, Luis Grande Presa, General Secretary of the General Confederation of Workers of El Salvador. Also in delegation were Jack Joyce, Ed Hanley, Joel Freedman and David Jessup.

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International Affairs Department
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C

HARVARD UNIVERSITY
TRADE UNION PROGRAM

LINDA KABOOLIAN
Executive Director

JOHN F. KENNEDY SCHOOL OF GOVERNMENT
79 JOHN F. KENNEDY STREET
CAMBRIDGE, MA 02138
(617) 495-9265

Mr. Arthur R. Osborne
President
Massachusetts AFL-CIO
8 Beacon Street - 3rd Floor
Boston, MA 02108

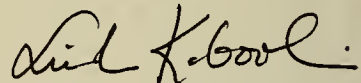
Dear Arthur,

Thank you for the opportunity to address the state convention and for your kind introduction. Your support is greatly appreciated.

We are looking forward to the participation of the Massachusetts AFL-CIO in the 1988 session of the Trade Union Program and to working more closely with your office on a number of projects.

Thank you again.

Sincerely,



Linda Kaboolian

C

Edward M. Kennedy

October 20, 1987

Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Arthur:

Many thanks to you and all my
good friends at National COPE for
your generous support of my re-election
campaign.

It's most reassuring to know that
you stand with me in this challenge,
and to know I have such generous and
committed friends.

With my gratitude and best wishes,

Sincerely,





Peabody Federation of Teachers

LOCAL 1289



24 MAIN STREET
PEABODY, MASS. 01960

MFT
AFT
AFL-CIO

James E. Cassidy
President

Edward A. Sapienza
First Vice-President

John B. Lawless
Second Vice-President

John L. Tachuk
Treasurer

Eleanore R. Smith
Corresponding Secretary

Arlene M. McDonald
Recording Secretary

October 16, 1987

Mr. Arthur R. Osborn
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn,

We regret that we received your notice regarding the rally at Foxboro too late to send any members to add to your numbers. However, a motion was passed at our Executive Board meeting to send a letter of support and encouragement to you and the Players' Union.

During the discussion on the motion, a member of the Board noted that he and some other teachers had turned back their tickets to the game. Others noted support by boycotting the coverage of "scab" games.

Please know that the P. F. T. is behind you in this matter. We are appalled by the owners' treatment of the returning players and wish you luck in your planned court action.

In solidarity,

James E. Cassidy
President

JEC/ers

C
JAMES S. HOYTE
CHAIRMAN

MASSACHUSETTS WATER RESOURCES AUTHORITY
CHARLESTOWN NAVY YARD
100 FIRST AVENUE
BOSTON, MASSACHUSETTS 02129

TELEPHONE:
(617) 242-6000

PUBLIC HEARING NOTICE

The Massachusetts Water Resources Authority
Deer Island Secondary Treatment Facilities Plan

Wednesday, December 16, 1987

5:30 - 9:00 PM

U.S. Department of Transportation Building

Kendall Square

Cambridge, MA

As part of the Massachusetts Water Resources Authority's (MWRA) Boston Harbor Cleanup Program, the MWRA is undertaking facilities planning for a new secondary wastewater treatment facility to serve the 43 cities and towns that make up the wastewater service area. The components of the project include an inter-island conveyance system to transport wastewater from Nut Island to Deer Island, a new secondary wastewater treatment plant on Deer Island, and an outfall tunnel to convey treated effluent from the new treatment plant to the ocean. In addition, the facilities plan addresses early preparation of the Deer Island site for construction, and the institutional and financial aspects of implementing the project. The facilities planning document, consisting of seven volumes will be available for public review 30 days before the hearing at the following locations: Winthrop Public Library, 2 Metcalf Square, Winthrop, MA 02152; Thomas Crane Public Library, 40 Washington Street, Quincy, MA 02269; Hough's Neck Community Center, 1193 Sea Street, Quincy, MA 02169; Boston Public Library, Copley Square, Boston, MA 02117; State House Library, Document Department/Rm. 341, State House, Boston, MA 02133; and Waltham Public Library, 735 Main Street, Waltham, MA 02154. Public testimony and comment regarding the facilities planning studies will be accepted at the hearing. In addition, written comments may be submitted to: Mary Lou Mottola, Public Affairs, Massachusetts Water Resources Authority, 100 First Avenue, Charlestown, MA 02129. For more information contact: Tom Reilly, MWRA Public Affairs, 242-6000 Ext. 2599.



COMMUNICATIONS WORKERS OF AMERICA

DISTRICT 1

391 Totten Pond Road,

Waltham, Mass. 02154

To: All CWA Locals

Date: October 28, 1987

From: Michael L. Grieco - CWA Representative

Subject: The Enclosed

File:

I am sure this will come as a shock to all of you, but Dan Beauregard has made a major decision in his life. That being not to continue as an elected official in CWA, and to return to a job which will be less demanding of his time.

I'm sure we all wish him well in his future endeavors and, hopefully, the local will find a president as dedicated and concerned as Dan has been.

Michael L. Grieco

MLG/ed

Enclosure

cc: J. Pierce
L. Mancino
M. Ash
M. Bahr
R. Allen
J. Irvine
A. Osborne
N. Rizzo

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CHICAGO, ILL. 60607



COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO

Local 1365

P.O. BOX 68
1627 OSGOOD STREET
NORTH ANDOVER, MASSACHUSETTS 01845

TELEPHONE
374-6542 688-6038

October 27, 1987

Dear Members, Stewards, Board Members and Officers of Local 1365 C.W.A.:

Although this may come as a shock to most of you, I am withdrawing myself from the coming election for President of Local 1365. I do this after much soul-searching and lengthy discussion with my wife and children.

I have been President of this Local for almost eight (8) years and, although it has been a rewarding experience, it is one which removes me from my most important responsibility - that of being a husband and a father. I'm sure that not many people realize the time involved or the time away from your family that this job demands. I have given that time as an elected official but find myself missing out on too many other important happenings regarding my family and friends. I wish I could have made this decision sooner but, in getting my future plans together, I was unable to meet the time frame. I will leave, however, knowing that many accomplishments were made during my term of office. I especially want to note the savings plan which has reimbursed approximately 1.5 million dollars to the membership. This gives me much satisfaction.

I would like to take this opportunity to thank the members of this Local who have supported my efforts and, to those who did not or could not support me, I ask that you take a closer look at the job of Local 1365 President and attempt to make every effort to participate and support the future leaders of this Local.

I especially want to thank the present and past stewards, board members and officers and, yes, my dear friend and Vice President, Dan Tuccolo, for their support and work in making Local 1365 one of the best in C.W.A.

Although many of you have disagreed with this office and our international union, I would like to publicly thank my personal friend and associate, Staff Representative Mike Grieco, who has supported our ongoing efforts to improve this Local.

As for my secretary, Jean Hanson, words can never express the confidence I have in her ability or the assistance she has afforded me in making many tough decisions. I am leaving behind a capable person who is not just a friend but has become family to my wife and me.

I also wish to express my love and appreciation to my wife and children who agonized with me in making this major decision in my life.

Again, thanks to all of you for the opportunity to serve and, should you feel I can be of assistance to any of you, please don't hesitate to call me.

Sincerely,

Dan

Daniel A. Beauregard, President
LOCAL 1365 C.W.A.

DAB:jmh



THE COMMONWEALTH OF MASSACHUSETTS

EXECUTIVE DEPARTMENT

STATE HOUSE • BOSTON 02133

EVELYN F. MURPHY
LIEUTENANT GOVERNOR

ROOM 259
(617) 727-7200

October 16, 1987

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Congratulations on your re-election! The Massachusetts AFL-CIO is fortunate to have you at the helm for another four years.

I look forward to working with you in the months and years ahead. These are important times for the labor movement, and I am committed to helping you in the struggles ahead.

You have guided the AFL-CIO skillfully, and have been helpful to me along the way, for that I will always be appreciative.

Warmest Regards,

A handwritten signature in dark ink, appearing to read 'Evelyn F. Murphy'.

Evelyn F. Murphy

EFM:db

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ROSIE'S PLACE
889 Harrison Avenue
Boston, Massachusetts 02118
442-9322

September 30, 1987

Dear Friends,

I am sure you are surprised that this is not a newsletter, but because you are such an important part of the Rosie's community, it seemed the best way to do a major outreach for volunteers was to look to our friends.

We have been in our new home for more than a year now and the number of women and children who look to us continues to grow. In this wonderful new space we can comfortably serve many more guests but also need more volunteers to meet their needs during lunch, dinner and overnight seven days a week.

We are hoping that you will be able to consider working with us to help continue offering an oasis for women and their children who come for a comfortable and safe place to socialize, eat and find shelter. We are listing below the different ways you can help.

LUNCH: Volunteers - Work once per week or once every other week from 11am to 1:30pm serving the guests lunch and helping them with their immediate needs.

Call Me
Alice

Caterers - Prepare sandwiches or casseroles for approximately 65 guests. Groups of folks get together and prepare lunch for us as well as donate the food for the lunch, and if they wish stay and help serve. You can either cater a meal once a month or a couple of times per year.

DINNER: Volunteers - Work once a week or once every other week from 4:15pm to 9pm. Volunteers CAN ARRIVE anywhere between the hours of 4:15 and 6pm depending upon their schedules. You would help serve dinner, open our clothing room and help find shelter for guests as well as meet their immediate needs.

Call
Ariët

Caterers - Prepare a full course meal for approximately 100 guests. Groups get together and donate the food as well as prepare dinner as often as they can. Some groups commit to once per month and others to a couple of times per year.

Call
Marlene

OVERNIGHT: Volunteers - The overnight runs from 8:30pm to 9am.
We shelter 20 women seven nights per week.
The overnight is a quiet time with a small group of guests. Volunteers are able to rest four hours during this shift in the staff bedroom. Recognizing the physical toll of the overnight, overnights do not have to be a weekly commitment. Most volunteers work one shift per month.

*Call me!
Tamsin*

ART WORKSHOP Volunteers - The Art Workshop meets on Saturdays from 9:30am to 1pm. Volunteers meet informally with guests who are interested in drawing, working with clay, knitting and many other creative crafts. You do not have to be an artist to help just enjoy sharing time with our guests in this way. Most folks work every other Saturday.

*Call
Harriet*

In considering extending your commitment to Rosie's Place in this way, we ask that you recognize the need for a strong commitment and consistency. The shifts are totally run by volunteers and therefore, we are hoping to find people who will be able to work with us for at least one year and be as CONSISTENT as possible.

Thanks for allowing us to reach out to you in this way and most of all thanks for being such an important part of the Rosie's family. We look forward to hearing from you and having the opportunity to show you around our wonderful new home.

*In justice and peace,
All at Rosie's Place*

C
not meeting
at BS
LOCAL

6



**OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION
AFL-CIO**

JAMES E. MAHONEY
Business Manager

- AFFILIATIONS -

American Federation of Labor and Congress of Industrial Organizations
Massachusetts State Labor Council (AFL-CIO)
Greater Boston Labor Council (AFL-CIO)

577 MASSACHUSETTS AVENUE • CAMBRIDGE, MASSACHUSETTS 02139 • 576-4795



October 15, 1987

Arthur R. Osborne
President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

I want to take this opportunity to personally thank you for the letter you wrote to John Larkin Thompson in regard to our organizing campaign at Blue Cross/Blue Shield.

The strong support expressed by you and other labor leaders throughout the Commonwealth was critical to our success in developing a signed agreement with BC/BS stipulating an appropriate bargaining unit.

During our subsequent meetings with BC/BS one thing became abundantly clear: they were extremely sensitive to any possible conflict with organized labor.

Our strength "on the hill" and the impact of negative resolutions offered at the State Convention moved them to meet with us and conclude a reasonable agreement.

We thank you for your support and look forward to your continued interest and help in organizing BC/BS.

Fraternally,

James E. Mahoney,
Business Manager
International Vice-President

opeiu:6
afl-cio



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Labor Affairs Office
173 Worcester Street
Wellesley, Massachusetts 02181
617/956-3178
617/956-3169

October 16, 1987

Arthur Osborn, President
Mass AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur

CONGRATULATIONS!! Your re-election as President of the Massachusetts AFL-CIO is great news for the Labor Community and is a testament to the hard work and many successes you have accomplished over the years.

I wish you luck in your new term and know your success will continue.

As always, if I can ever assist you or the member you represent, I'm only a phone call away.

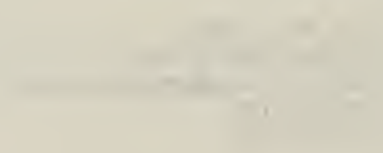
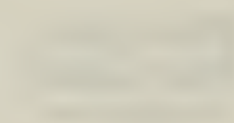
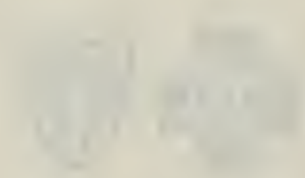
Again, congratulations and best wishes.

Sincerely

A handwritten signature in dark ink, appearing to read "John", written over a horizontal line.

John Coughlin
Director

JC/j



1825

...



MICHAEL S. DUKAKIS
GOVERNOR

JOSEPH D. ALVIANI
SECRETARY

The Commonwealth of Massachusetts
Executive Office of Economic Affairs
One Ashburton Place -- Room 2101
Boston, Ma. 02108

TELEPHONE:
(617) 727-8380

October 13, 1987

Mr. Arthur Osborn, President
AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

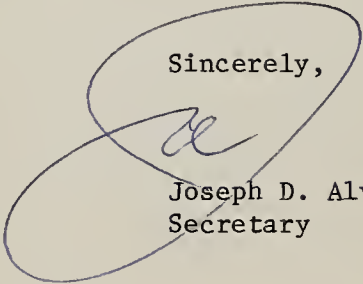
Dear Arthur:

My congratulations to you on your recent re-election as President of the Massachusetts AFL-CIO. Your hard work and persistent effort is reflected in your successful election.

I look forward to continuing to work with you and the AFL-CIO to improve working conditions for our Massachusetts labor force.

Again, my congratulations...

Sincerely,



Joseph D. Alviani
Secretary

JDA:pc

THE UNIVERSITY OF CHICAGO
OFFICE OF THE DEAN
CHICAGO, ILLINOIS



TO THE HONORABLE SENATE OF THE UNIVERSITY OF CHICAGO
FROM THE DEAN
SUBJECT: [Illegible]

[Illegible signature and text]



October 15, 1987

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear President Osborn:

Frontlash is currently in the process of formulating plans for the very important year we have ahead of us in 1988. As part of that preparation, we would like to meet with you to discuss the future plans and budget for Frontlash in Massachusetts.

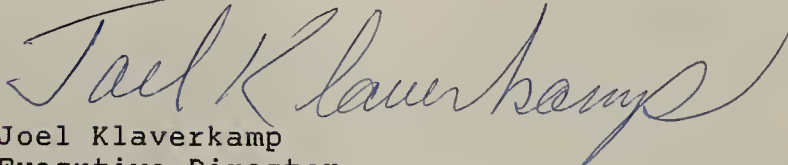
Frontlash considers your input critical in developing realistic and achievable goals for the future based on an assessment of your needs and expectations. In fact, one of our goals for 1988 is to improve our communications with all of our state programs.

Our National Young Workers' Program Director, Chuck Hodell, will be representing Frontlash during this dialogue. Chuck will be contacting you, shortly, to arrange a convenient time for him to meet with you.

We also hope to spend some time with you during the AFL-CIO Convention to hear your comments concerning our performance in Massachusetts.

Thank you for your continued support of Frontlash and we look forward to seeing you in the near future.

In Solidarity,


Joel Klaverkamp
Executive Director

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OATH OF OBLIGATION

"I (name of officer-elect) do hereby solemnly and sincerely swear, that to the best of my ability, I will fulfill all the obligations and perform all the duties devolving upon me in the office to which have been elected, and at all times will abide by and preserve the laws and uphold the integrity of the American Federation of Labor and Congress of Industrial Organizations, and the Massachusetts AFL-CIO Council, and will always strive for the general interest, benefit and advancement of the members of these organizations.

"I do further affirm, that upon completion of my term in office, I will transfer to my successor all books and properties of the Massachusetts AFL-CIO Council of which I have been custodian. To all this, I do now pledge my most sacred honor as an American trade unionist."



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Handwritten marks resembling a cross or a stylized character, possibly a signature or a mark.



American Red Cross

**Office of Labor Participation
Eastern Operations Headquarters
615 North St. Asaph Street
Alexandria, VA 22314
(703) 838-8712-13**

October 12, 1987

Dear Arthur:

This letter will give me the opportunity to join your many friends within and outside of the Labor Movement, to congratulate you for being re-elected as president of the Massachusetts State AFL-CIO, and to say thanks to you and your colleagues for the kind hospitality that was extended to me during my recent visit to Boston to attend the 30th Convention of the Massachusetts State AFL-CIO.

I am pleased to have had the opportunity to meet with your Statewide Community Services Committee at 10:00 a.m., on October 8, 1987 to discuss the National AFL-CIO/American National Red Cross Blood Drive, for the months of January and August. We also discussed the possibility of a statewide blood drive, and the AFL-CIO Community Services Local Liaisons being the coordinators of the blood drive in their local community in cooperation with a designee from the local Red Cross.

I have been advised that you have appointed your State Community Services Committee as the coordinators for the blood drive during the month of January and August.

I will be working with Robin Goshea as your state coordinator of the blood drive, and from the Red Cross the state Donor Resources staff will be Ms. Clara Borges, Director and Mrs. Kathy Toscano, Associate Director of Donor Development.

Again thanks very much for all of your support for the AFL-CIO Community Services programs, and the appointment of the blood drive coordinators throughout the Commonwealth of Massachusetts.

Labor's Community Services Liaison Program



MASSACHUSETTS

STATE COORDINATOR

Mr. Robin Goshea
United Way of Holyoke, South Hadley
and Granby
256 Maple Street
Holyoke, Massachusetts 01040
(413) 532-3232

DIRECTOR DONOR RESOURCES

Ms. Clara Borges
Dir., Donor Resources Development
American Red Cross Blood Services
Northeast Region
180 Rustcraft Road
Dedham, Massachusetts 02026
(617) 461-2000

LOCAL COORDINATORS

BOSTON

Mr. M. Joseph Quirk
United Way of Massachusetts Bay
87 Kilby Street
Boston, Massachusetts 02109
(617) 482-8370

Mrs. Kathy Toscano
Assoc. Dir., Donor Resources Development
American Red Cross Blood Services
Northeast Region
180 Rustcraft Road
Dedham, Massachusetts 02026
(617) 461-2000

Richard R. Rodwell
United Way of Massachusetts Bay
87 Kilby Street
Boston, Massachusetts 02109
(617) 482-8370

""

FALL RIVER

Ms. Beverly Therrien
United Way of Greater Fall River
P.O. Box 2250
101 Rock Street
Fall River, Massachusetts 02722
(617) 678-8361

""

LAWRENCE

Mr. Kenneth Harkins
Merrimack Valley United Fund
P.O. Box 527
430 North Canal Street
Lawrence, Massachusetts 01842
(617) 459-7071

""

LYNN

Mr. Horace A. Hamilton
United Way of Massachusetts Bay
170 Union Street
Lynn, Massachusetts 01910
(617) 598-1950

""

NEW BEDFORD

Ms. Helen Miranda
United Way of Greater New Bedford
P.O. Box F-823
106 Spring Street
New Bedford, Massachusetts 02742
(617) 994-9625

""

QUINCY

Mr. Richard Piccuito
United Way of Massachusetts Bay
19 Cottage Avenue
Quincy, Massachusetts 02169
(617) 472-8636

""

SPRINGFIELD

Mr. Vincent DiMonaco
United Way of Pioneer Valley
P.O. Box 3040
184 Mill Street
Springfield, Massachusetts 01102
(413) 737-2691

""

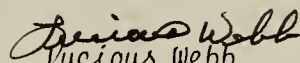
WORCHESTER

Mr. John F. Sullivan
United Way of Central Massachusetts
484 Main Street
Worcester, Massachusetts 01608
(617) 757-5631

""

With all good wishes.

Sincerely and fraternally,


Lucious Webb
Director
Labor Participation

Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts 02108

cc: Mr. Emig
Mr. Goshea
Ms. Borges
Mrs. Toscano
Mrs. Anderson

LW:rtw

Attachment

CEDAC

September 28, 1987

M. Frank G. Costa
American Workers Cooperative
c/o Construction & General Laborers
5 Hill Street
P.O. Box 128
Taunton, MA 02780

8 Winter Street
Suite 800
Boston, MA
02108
(617)727-0506

Dear Frank:

I was pleased to meet you and the other members of the American Workers' Cooperative board. I felt the meeting was very productive. I left hopeful that the few outstanding details can be resolved quickly so that CEDAC can close the Front Money Loan with AWC.

As Jim requested, I have prepared this letter to summarize the points covered Thursday night.

Joint Venture Agreement - I am delighted that AWC will retain a real estate attorney to complete the negotiation of the joint venture agreement with D & M. This has been a condition of CEDAC's loan commitment because of our belief that all parties in a project of the scale and complexity of Green Briar Estates need to have their interests protected through careful drafting of a legal contract.

Furthermore, CEDAC needs greater assurances than are contained in the previous versions of the joint venture agreement that AWC's affordability objectives will be realized. The joint venture agreement must be more specific about affordability and, equally as important, the document must create safeguards and provide incentives to both venturers to deliver the units at the lowest possible cost.

Guarantee - The developer's guarantee for CEDAC's Front Money Loan is not a personal guarantee. The construction loan, which is the source of CEDAC's repayment, will be disbursed to the joint venture, not to AWC. Therefore, to protect ourselves against the possibility that the development entity (the joint venture) fails to advance the funds to the non-profit borrower that it is obligated to repay to CEDAC, we can still obtain the funds from the joint venture. Neither the borrower nor the developer will be required to repay the loan unless the developer closes a construction loan for the project.

Architect - Although I still believe it is worthwhile to retain an architect to review the manufacturer's designs for exterior details with an eye toward marketability, it is a secondary issue that I am dropping rather than divert attention from the more important issues that need to be resolved in the next few weeks.

Subordination of Mortgage - To secure its front money loan, CEDAC requires a mortgage on the borrower's portion of the site. I will speak to John Vivian of the Taunton Savings Bank about this matter. It is my belief that a first mortgage on 50% of the land and Mario DiCarlo's personal guarantee ought to be sufficient security for the front money loan being sought by D & M on the joint venture's behalf.

However, if after speaking with Mr. Vivian, I conclude it is necessary to subordinate CEDAC's mortgage to the Bank's, I will recommend to my board that we accept a second position

Affordability - The development program presented at Thursday night's meeting, while still being significantly below market, appears far less affordable than the program approved by the CEDAC Board in February. CEDAC's affordability policy is:

...CEDAC expects applicants to demonstrate that they have made their best efforts to maximize the public benefits derived from their development activities by applying additional resources and creative project planning. These public benefits include the number of affordable units, depth of affordability, the longevity of the affordability, and whether the project provides housing to people with special needs or who have been discriminated against in the housing market.

The original proposal satisfied this requirement although the joint venture agreement, as mentioned earlier, was somewhat ambiguous. Since failure to achieve the affordability objectives approved by the CEDAC Board will result in the retroactive imposition of interest charges, it is very important that the CEDAC Board review any changes that have occurred.

Let me suggest that AWC retain its earlier plan to sell all units with HOP-like equity limitation provisions and the right of first refusal to AWC. These two provisions will insure long term affordability even if the income mix originally proposed has been altered.

Letter to Frank Costa
September 28, 1987
Page 3

Furthermore, let me reiterate my advise that AWC develop 705 housing rather than 707 units. This change addresses cost, financing, and management issues as well as improving the affordability profile.

I am also available for a meeting with the Massachusetts Housing Partnership and the Massachusetts Housing Finance Agency to help resolve any confusion may remain about the number of units that MHFA can assist in connection with the Green Briar Project.

Lending and Deferring Repayment for Non-Project Costs - CEDAC's Front Money Loans cover soft costs associated with a project. Two of the items being requested by AWC might fall outside of that definition -- Ownership Associates' services and the legal representation of Matera, Vopat & Matera.

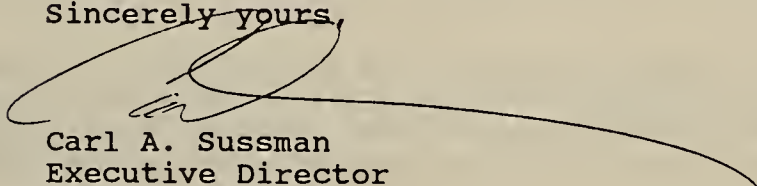
It would be my desire that the joint venture will treat these expenses as project costs and that the construction lender will allow them to be repaid at construction loan closing. If either is not possible, I will request that CEDAC's Board authorize me to advance funds for these purposes and that we accept repayment upon the sale of the first units. We would probably require a mortgage in this case which we would subordinate to the construction lender.

I understand Bob Minichelli's desire to conclude the joint venture negotiations swiftly. If closure is reached in time, I will return to my Board on Wednesday to address the need to subordinate the mortgage, to disburse funds for non-project costs, and to review housing affordability goals.

I am also trying to get information on foundations that might be receptive to a proposal for initial operating funding from an organization like AWC. I will report back to you when I gather some more concrete leads.

If you have any questions, please do not hesitate to call me. Once again, I am looking forward to working with you and with other members of AWC on this very worthy project.

Sincerely yours,



Carl A. Sussman
Executive Director

cc: Chris Mackin
Larry Krajeski
Peter Gagliardi
Anthony Matera



Massachusetts Housing Partnership

100 Cambridge Street
Boston, Massachusetts 02202
(617) 727-7824

October 7, 1987

Mr. Arthur Osborn
AFL-CIO Massachusetts
8 Beacon Street, 3rd fl
Boston, MA 02108

Dear Mr. Osborn:

Because of your interest in American Workers Cooperative, I am writing to bring you up to date on recent events.

Since we last met in your office with representatives of AWC, the City of Taunton, and Joseph Flatley of our office, significant progress has been made.

As you no doubt are aware, American Workers Cooperative, as a fledgling non-profit entity, requires considerable assistance in these early stages of its development. We have been delighted to reach an agreement with CEDAC, the Massachusetts Community Economic Development Assistance Corporation, to provide organizational assistance as part of a larger front money loan. I feel that CEDAC Executive Director Carl Sussman has gone out of his way to be helpful to AWC, providing guidance and technical assistance while remaining very flexible with respect to the use of CEDAC funds. These resources will enable American Workers Cooperative to take advantage of the assistance offered by Chris Mackin, now of Ownership Associates. I am enclosing a copy of a letter to Frank Costa from Carl Sussman for your information.

While American Workers Cooperative has a very ambitious long range agenda, it is clear that the Green Briar project in Taunton is the primary focus. It is absolutely essential to AWC that Green Briar be successfully completed. This project will establish the organization's track record, giving it vital credibility as it approaches future projects.

With provisions for an organizational consultant, American Workers Cooperative has been able to redefine its relationship with its development consultant, South Shore Housing Development Corporation. Hopefully, this will allow South Shore to now focus on the development issues facing the project and, move the project along more quickly.

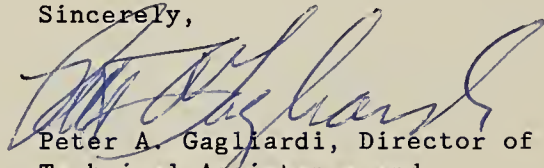
Presently, we are waiting for final environmental clearance through the MEPA process. Once this is complete, CDAG funds which have been allocated to the project can be released. Preliminary approval of the Homeownership Opportunity Program funds for the project also awaits the environmental clearance.

Page Two
AWC

Your support of this project and of American Workers Cooperative have been very important to the development of this project. We expect to move forward with the project and look forward to its successful completion. While there are many steps remaining, we feel that American Workers Cooperative, following the guidance of its organizational and development consultants, can accomplish what it must.

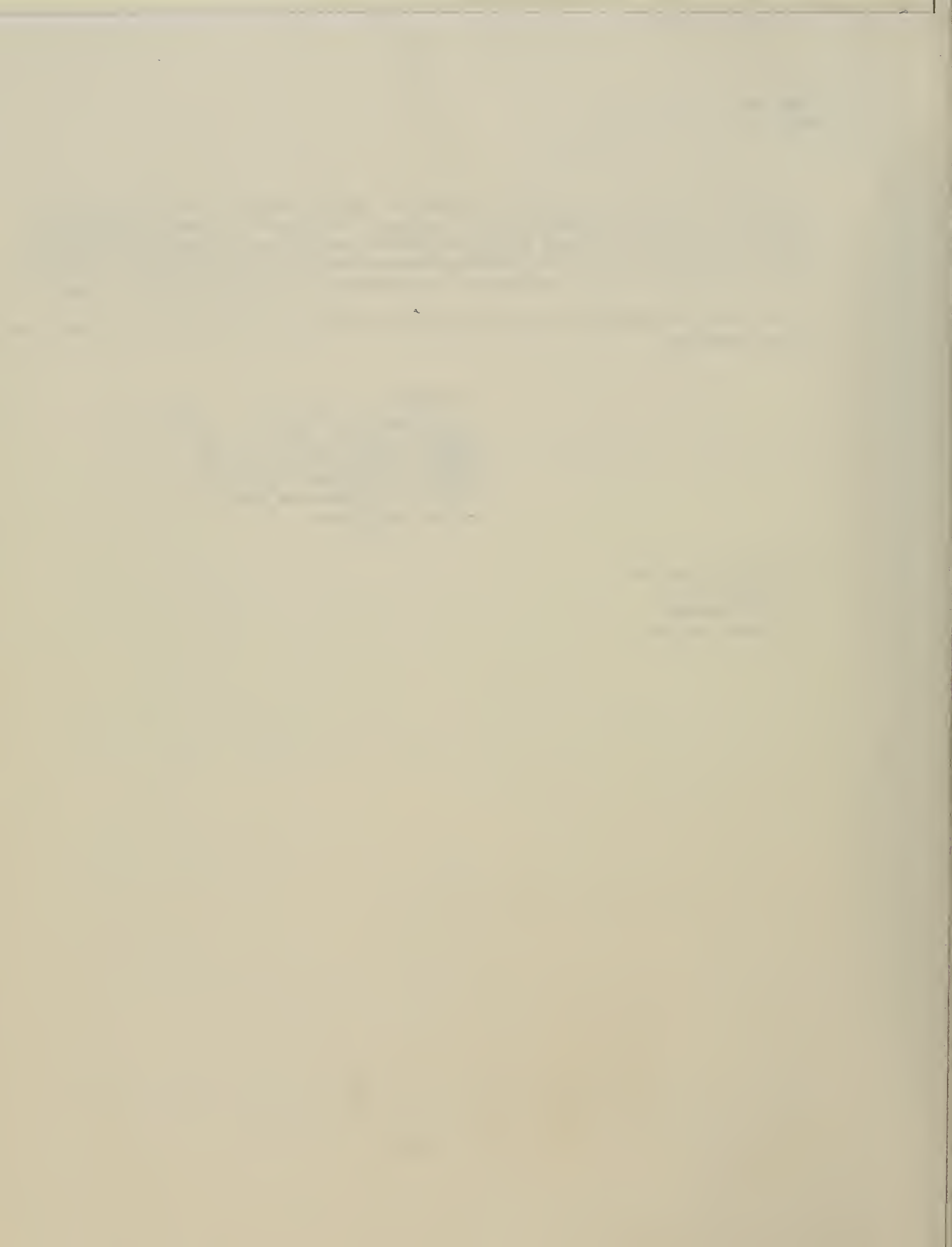
If you have any questions about the status of this project, please do not hesitate to call upon me.

Sincerely,



Peter A. Gagliardi, Director of
Technical Assistance and
Field Operations

cc: Frank Costa, AWC
Mark Pachicco
Carl Sussman
Joseph Flatley





CITY OF BOSTON • MASSACHUSETTS

OFFICE OF THE MAYOR
RAYMOND L. FLYNN

October 2, 1987

Mr. Arthur Osbourn
President
AFL-CIO
8 Beacon Street- 3rd floor
Boston, MA 02108

Dear Mr. Osbourn:

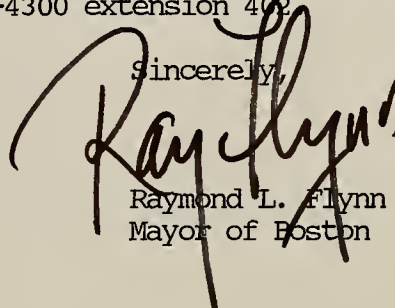
For the past two years many leading Boston businesses have joined the City of Boston in the "Boston Can Share" food drive, which collects nutritious canned foods in the two weeks before Thanksgiving to feed needy families in Greater Boston. In 1986, we collected nearly 30,000 cans of nutritious foods -- a 50% increase over 1985.

Planning is already underway for an even more successful 1987 Boston Can Share food drive, to take place from November 9 to November 24. We are inviting all of the City's largest employers to take part, including businesses, hospitals, universities, and government. We have set a goal of fifty participating companies and 50,000 cans.

I invite you and your employees to join in this new Boston Thanksgiving tradition. Firms participating last year found this to be a uniquely tangible way for their employees to share their good fortunes at Thanksgiving. All donated foods are distributed through the non-profit Boston Food Bank to over 200 emergency food pantries serving hungry families throughout the Boston metropolitan area. A sample of last year's promotional materials is enclosed.

We look forward to a great response to the third annual Boston Can Share. I hope you and your employees can participate. If you can participate, please have a representative call Helen Lynch of my staff, who will coordinate the 1987 Boston Can Share drive, at 720-4300 extension 402.

Sincerely,



Raymond L. Flynn
Mayor of Boston

RLF/MD:mk
Enclosure

Local 285

Service Employees International Union, AFL-CIO

Nancy Mills
Executive Director

Celia Wcislo
President

Paul Hurteau
Secretary-Treasurer

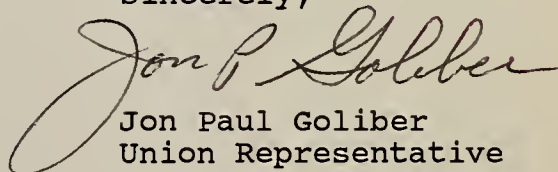
Oct.5, 1987

President Arthur R. Osborn
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur Osborn;

I'm pleased to inform you that we have a replacement for Ms. Libby Averill who recently moved to Washington DC. Ms. Diane Plantamura will be representing Local 285 at Health & Safety Committee meetings. Please send all correspondence to her at Massachusetts Respiratory Hospital, 2001 Washington Street, Braintree, MA 02184

Sincerely,


Jon Paul Goliber
Union Representative

cc Ms. Plantamura
Ms. Nancy Mills

The first part of the report discusses the general situation of the country and the progress of the work. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and the plans for the future.

The second part of the report contains a list of the various projects and the results achieved. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and the plans for the future.

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WILLIAMSON PRESS
10

12



Rosie's Place

This we know, the earth does not belong
to us, we belong to the earth. This we
know, all things are connected, like the
blood which unites one family. All things
are connected.

Chief Seattle

Dear Friends,

This summer, Rosie's Place celebrated her
first anniversary at her new home. The spacious
dining room and grounds have given the women much
needed comfort and special times. The reality
of food, shelter and advocacy for poor and homeless
women continues to survive through your donation.
Thank you for your support.

In justice and peace,

Marlene Crouse

WORKERS DEFENSE LEAGUE JOURNAL

Published on the occasion of WDL's

51st Anniversary Dinner in honor of FREDERICK O'NEAL

Thursday, November 12, 1987, Roosevelt Hotel, New York City



Workers Defense League, Inc., 15 Union Square, New York, NY 10003 • 212/242-0700

Ext. 263

The undersigned contracts for a _____ page greeting in the WDL 51st

Anniversary Journal at a cost of \$ _____ ☐ Payment enclosed.

Name _____

Organization _____

Telephone _____

Address _____

City, State, Zip _____

RATES

Gold Page	\$1,000
Silver Page	750
Full Page	500
Half Page	250
Quarter Page	150
Eighth Page	75
One Line	20

(Please attach copy for greeting or print on back of this sheet. Deadline for copy October 16.)



WORKERS DEFENSE LEAGUE, Inc.

15 Union Square, New York, NY 10003

51st Anniversary Dinner

in honor of

Frederick O'Neal

Thursday, November 12, 1987

Open-Bar Reception 6:00-7:00 P.M.

Dinner 7:00 P.M.

Enclosed is my check for \$ _____

(payable to Workers Defense League)

for _____ tickets at \$125.00 each.



I cannot attend but enclose \$ _____
to enable interns to attend the dinner.



Enclosed is \$ _____ for listing my
individual greeting in the Journal at
\$20 per line.



Enclosed is a contribution of \$ _____

*Tax-deductible contributions may be made to
the Workers Defense League, Inc. which co-
sponsors the Celebration and the Journal.*

Name _____

Organization _____

Telephone _____

Address _____

City, State, Zip _____

Please list the names of your guests
on the back of this card.





CWA GREATER NEW ENGLAND AREA COUNCIL, AFL - CIO



REPRESENTING
LOCALS

1051
1301
1302
1365
1366
1370
1371
1372
1373
1380
1395
1400



126 Homestead Street
Boston, Massachusetts 02121
October 2, 1987.

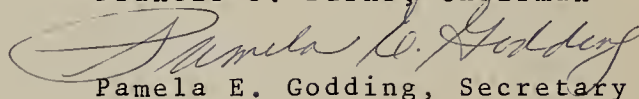
Mr. Arthur Osborn, President
Massachusetts AFL-CIO Council
8 Beacon Street
Boston, Massachusetts 02108

Dear Brother Osborn,

The CWA Greater New England Area Council, AFL-CIO would like to call your attention to Mr. Daniel Beauregard. Danny is a member of this Council, and is running for re-election. Our Council has fully endorsed his bid as one of the Vice Presidents of the Massachusetts State Labor Council. We acknowledge that he has very ably assisted the Massachusetts AFL-CIO Council in the past, and will continue to do so in the future.

Fraternally yours,

Francis J. Burns, Chairman


Pamela E. Godding, Secretary

OFFICE OF THE ATTORNEY GENERAL
STATE OF ALABAMA





September 30, 1987

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Third Floor
Boston, MA 02108

Dear President Osborn:

I am writing to let you know that Steve Raabe, the administrator of Frontlash for this past year, has left our organization to work for a presidential campaign. Steve has taken a job as the South Dakota director for Senator Al Gore. Steve was an extremely competent administrator, an effective leader and a friend of everyone in Frontlash.

At this time, I would like to introduce you to our temporary administrator, Karin Green. Karin has been working full-time for national Frontlash for one year and has been involved in Frontlash since 1980. She has a degree in economics and business and will be very capable of managing Frontlash's finances through the end of the calendar year.

Enclosed is the invoice for your monthly payroll contribution. As always, please direct any financial questions to our administrator. I will be glad to address all other concerns you have regarding Frontlash.

I look forward to seeing you at the AFL-CIO convention in Miami.

Sincerely,

Joel Klaverkamp
Joel Klaverkamp
Executive Director

Enclosure

cc George Carpenter, Jr.
Jim Shaw

THE UNIVERSITY OF CHICAGO
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CHICAGO, ILL. 60637

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CHICAGO, ILL. 60637

C
SILVIO O. CONTE
FIRST DISTRICT, MASSACHUSETTS

COMMITTEE ON APPROPRIATIONS
RANKING MINORITY MEMBER
SUBCOMMITTEES:
LABOR—HEALTH AND HUMAN
SERVICES—EDUCATION
TRANSPORTATION
LEGISLATIVE
EX OFFICIO MEMBER
OF ALL SUBCOMMITTEES

COMMITTEE ON SMALL BUSINESS
SUBCOMMITTEE ON
GENERAL OVERSIGHT AND THE ECONOMY

MIGRATORY BIRD
CONSERVATION COMMISSION

BOARD OF REGENTS
SMITHSONIAN INSTITUTION

Congress of the United States
House of Representatives
Washington, DC 20515

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2300 RAYBURN OFFICE BUILDING
WASHINGTON, DC 20515
PHONE: 202-225-5335

DISTRICT OFFICES:
FEDERAL BUILDING
78 CENTER STREET ARTERIAL
PITTSFIELD, MA 01201
PHONE: 413-442-0946

187 HIGH STREET
HOLYOKE, MA 01040
PHONE: 413-532-7010

October 5, 1987

Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon St.
Boston, Massachusetts 02108

Dear Mr. Osborn:

Greetings to you and the members of the Massachusetts AFL-CIO on the occasion of your 30th Annual Convention. I regret that I cannot be there to speak with you in person; unfortunately, my duties in Washington have made it impossible for me to get up to Boston this week.

I want to take this opportunity to commend the Massachusetts AFL-CIO for its continuing leadership in promoting the welfare of the working man and woman. You have been at the forefront of the fight for better and safer working conditions, higher wages, education and job-retraining, and fairer trade. I have benefited from a long, fruitful, and close working relationship with you, particularly with those of you from Western Massachusetts. Our relationship continues to grow as this 100th Congress acts on major legislation which profoundly affects labor.

Trade issues have been at the top of the Congressional agenda this year, and I have taken an active role in promoting measures which will benefit the American worker and pressure foreign nations to end unfair trade practices.

I sponsored H.R. 1735, a bill which makes the denial of worker rights in foreign nations an unfair trade practice. As you know, labor practices in many developing nations effectively deny workers fundamental rights: the right to organize and the right of association, a minimum working age, standards for minimum wages, hours of work, and occupational safety and health. Foreign workers are not benefiting from their cheap labor, and their products are undermining U.S. jobs. My bill, which has been incorporated into H.R. 3, the trade bill, will pressure foreign nations to respect workers rights and help stem the tide of cheap imports flowing into the U.S.

Mr. Arthur R. Osborn
Page Two
October 5, 1987

I also strongly supported H.R. 3 when it passed the House on April 30. It contains numerous provisions to increase U.S. competitiveness in international markets, and takes steps to protect U.S. workers from unfair trade practices. In particular, I voted against amendments which would have deleted the "buy American" provisions from the trade bill, and I supported the Gephardt amendment, which requires the President to act to reduce the trade surplus with a country by 10% per year if that country has not substantially reduced its pattern of unfair trade practices after a year of negotiations. The trade bill is currently in conference, where the House and Senate are working out their differences.

In a related trade action, the House passed H.R. 1154, the Textile and Apparel Trade Act on September 16. I cosponsored and voted for this bill to protect the textile and non-rubber footwear industries from the deleterious impact of foreign imports.

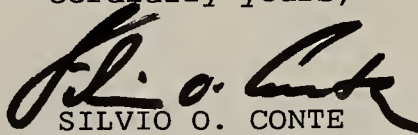
Of paramount importance to me and to the individual worker is the plant closing legislation which I have introduced along with Bill Ford of Michigan and Bill Clay of Missouri. The legislation would address the problems of workers who are affected by mass layoffs and plant closings, whether or not they are trade related. The bill, H.R. 1122, requires a minimum of 90 days advance notice for plant closings and mass layoffs affecting 50 or more workers, and requires that employers consult with employees over the 90 day period. A \$980 million worker retraining program that was also part of the bill has already been incorporated into the trade bill. I am hopeful that H.R. 1122 will reach the floor before the the fall recess.

In addition to these major initiatives, I have introduced H.R. 548, legislation to amend the National Labor Relations Act to require that the duty to bargain collectively include bargaining with respect to retirement benefits, and H.R. 549, which would generally prohibit the awarding of federal contracts to consistent, willful labor law violators. I also supported H.R. 281, which prevents double-breasting in the construction industry, and I am a cosponsor of H.R. 162, the "right-to-know" bill on workplace exposure to harmful substances.

I deeply appreciate the support of the Massachusetts AFL-CIO in making these vital issues part of the national agenda. I look forward to working with you to accomplish our mutual goals.

With every best wish, I am

Cordially yours,


SILVIO O. CONTE
Member of Congress

The first part of the report is a general statement of the work done during the year. It is followed by a detailed account of the various projects and experiments carried out. The results of these are then discussed and compared with those of other workers in the field. The report concludes with a summary of the work done and a statement of the conclusions reached.

The second part of the report is a detailed account of the various projects and experiments carried out. It is followed by a discussion of the results of these and a comparison with those of other workers in the field.

The third part of the report is a detailed account of the various projects and experiments carried out. It is followed by a discussion of the results of these and a comparison with those of other workers in the field.

The fourth part of the report is a detailed account of the various projects and experiments carried out. It is followed by a discussion of the results of these and a comparison with those of other workers in the field.

The fifth part of the report is a detailed account of the various projects and experiments carried out. It is followed by a discussion of the results of these and a comparison with those of other workers in the field.

Handwritten signature or mark at the bottom of the page.

Dinner Chairperson
Thomas R. Donahue

Co-Chairpersons
Morton Bahr
Owen Bieber
Marvin Boede
Gene Boucher
John Bowers
William H. Bywater
Colleen Dewhurst
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Angelo Fosco
Robert A. Georgine
John C. Hall
James E. Hatfield
John T. Joyce
Jay Mazur
Gerald McEntee
Joyce D. Miller
Lenore Miller
William O'Malley
Albert Shanker
Jack Sheinkman
Vincent R. Sombrotto
Milan Stone
John J. Sweeney
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Mrs. Theodore W. Kheel
Woodie King, Jr.
Harriet Michel
William Pollard
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Billy Rowe
Thomas Scotland
Hilda Simms
Percy Sutton
Clarence Wood

Dinner Coordinator
Catherine Lewis

Dinner Committee
Burt Beck
Dora Beck
Bernard Bellush
Charles Cogen
Noreen Connell
Harry Fleischman
Samuel H. Friedman
Mary Hough Friedman
Benjamin F. McLaurin
James McNamara
Seymour Posner
Ralph Reuter
S. Fanny Simon
William Stern

WORKERS DEFENSE LEAGUE, Inc.

51st Anniversary Dinner

in honor of

FREDERICK O'NEAL

15 Union Square, New York, NY 10003-3377
212/242-0700 Ext. 263



Established 1936

Founder
Norman Thomas

President
Rowland Watts

Chairman
Harry Fleischman

Vice-Presidents
Noreen Connell
Samuel H. Friedman
Benjamin F. McLaurin
Seymour Posner
William Stern

Secretary
Alice Dodge Wolfson

Treasurer
Charles E. Bremer

Dear Friend:

Frederick O'Neal, President of the Associated Actors & Artistes of America, AFL-CIO, distinguished actor, leader in the fight for civil rights and civil liberties, and senior member of the Executive Council of the AFL-CIO, is to be honored at the annual dinner of the Workers Defense League.

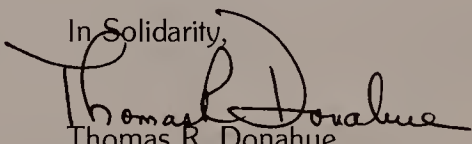
In addition to his work with the AFL-CIO, with the NAACP, the Urban League and all of his other human rights work, Mr. O'Neal is noted for his leadership in founding the American Negro Theater and the British Negro Theatre.

The Workers Defense League, now in its second half-century, continues its support of the efforts of working people for dignity and representation. It has been, and continues to be a strong ally of the labor movement and remains committed to its success.

The dinner will be held on Thursday evening, November 12, 1987 at the Hotel Roosevelt, in New York City. The tickets are \$125, \$1250 for a table of ten. There will also be a dinner journal and an ad will be appreciated.

I strongly urge that you support this tribute to Brother O'Neal.

In Solidarity,


Thomas R. Donahue
Dinner Chairman

American Federation of Labor and Congress of Industrial Organizations

EXECUTIVE COUNCIL



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

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William H. Bywater
Owen Bieber
Morton Bahr
Milan Stone
Lenore Miller

October 5, 1987

**Presidents of International Affiliates
Constitutional Department Heads
Regional Directors
Principal Officers of all State Federations
Principal Officers of CLCs in Tennessee**

Dear Trade Unionist:

The AFL-CIO Executive Council endorsed a boycott of Blue Cross/Blue Shield of Memphis, Tenn. at its August 1987 meeting. This action was taken at the request of the unions participating in the Blue Cross/Blue Shield Organizing Campaign being coordinated by the AFL-CIO.

Blue Cross/Blue Shield was originally established to provide non-profit, publicly oriented health insurance coverage, and for some years it lived up to that standard. In many states, the company and organized labor developed a friendly and cooperative relationship.

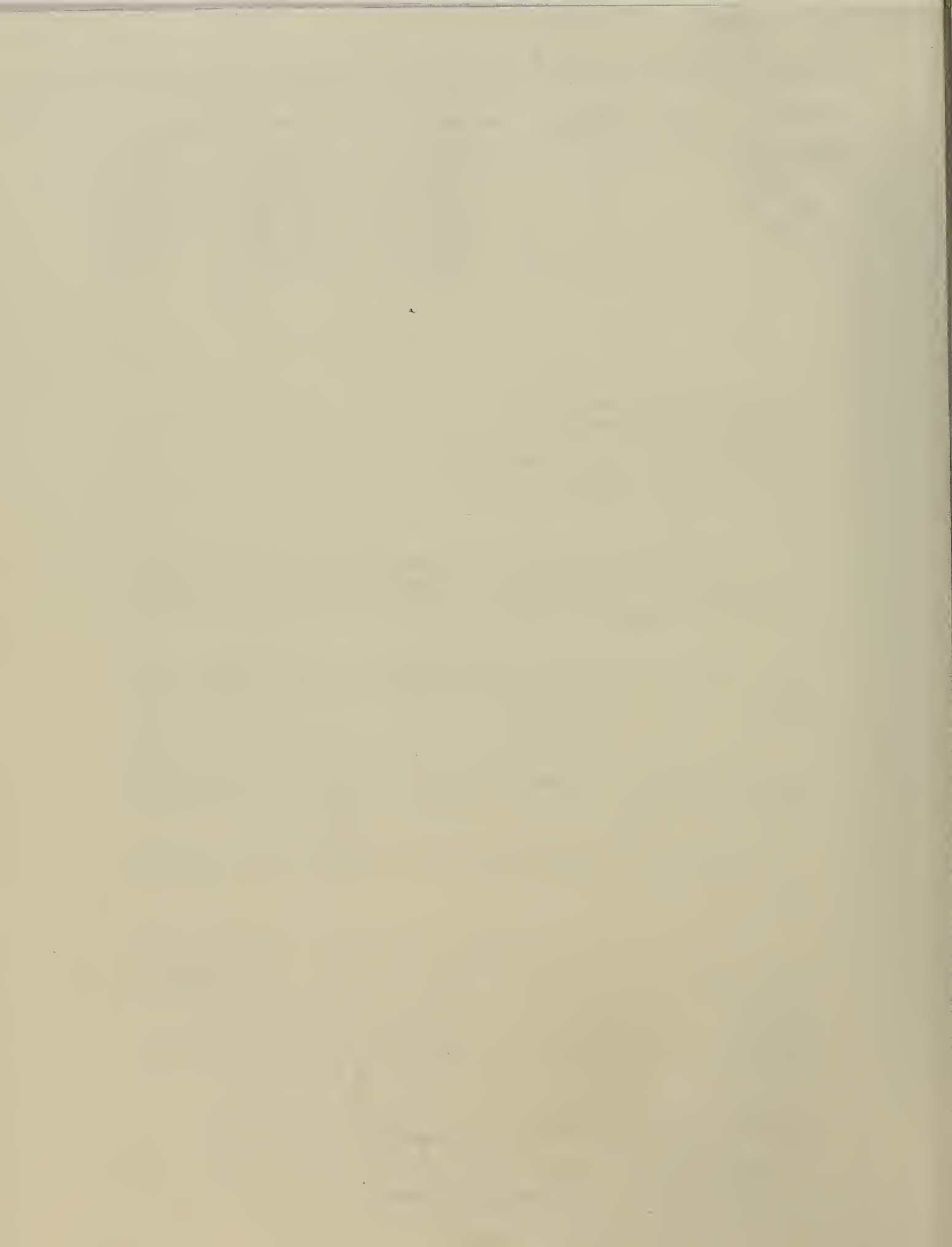
It is now becoming clear that Blue Cross/Blue Shield is not the pro-worker insurance provider it claims to be. This is evident not only in the company's action against its employees who have tried to form unions at several locations, but also in its treatment of unions at its organized locations.

The situation at Blue Cross/Blue Shield in Memphis is among the worst, and for that reason the decision has been made to pursue a consumer boycott of the provider in that city.

Recent efforts by Blues employees to organize in Memphis have been met with intense resistance. The company has hired one of the most vicious union-busting consultants to intimidate and threaten its workers. Workers have been required to attend captive audience meetings where unions have been depicted as greedy and corrupt. Blue Cross/Blue Shield has threatened and harassed employees who support the union. One worker who tried to distribute literature was physically thrown from the building and required hospital treatment for the resulting injuries. Two days later, she was fired.

Our own efforts to meet with the national Blue Cross/Blue Shield association to ask them to halt these tactics have been unsuccessful.

Blue Cross/Blue Shield portrays itself as a friend of organized labor, yet it is fighting the right of its own employees to organize.



I would like to ask you to inform your affiliates in the Memphis area of the consumer boycott of Blue Cross/Blue Shield of Memphis and to encourage them, when they are deciding where to purchase health care coverage, to carefully examine alternative insurance providers.

Sincerely and fraternally,

A handwritten signature in black ink, appearing to read "Lane R. K. [unclear]". The signature is fluid and cursive, with a large loop at the end.

President

البريد

البريد



Massachusetts Federation of Teachers

AFT, AFL-CIO

216 TREMONT STREET • BOSTON, MA 02116 • 617-423-3342

October 2, 1987

John Larkin Thompson
President & CEO
Blue Cross/Blue Shield
100 Summer Street
Boston, MA 02110

Dear John:

Over the last several months I have received information about Blue Cross/Blue Shield's involvement in the organizing campaign being conducted by Local 6, Office and Professional Employees International Union, AFL-CIO, which I find very distressing. As a member of the Board of Directors for Blue Cross representing organized labor and as the President of the Massachusetts Federation of Teachers, I feel compelled to share my concerns with you in the hope that we at Blue Cross can resolve the issues raised.

Some of the unfortunate anti-union memos circulated among employees contain words and phrases with which an ordinary worker, purportedly the author, would be unfamiliar. For example, the phrase "permanently replace economic strikers" is a phrase of law which labor-involved lawyers, negotiators, and public relations experts would be apt to know, but which typists and office workers in an insurance company would not be apt to know. Indeed the tone, diction, and style of the literature I have seen reflect those I have seen in professionally drafted anti-union campaign literature.

I would wish that Blue Cross/Blue Shield would willingly endorse the voluntary unionization of its employees, I would certainly expect that we at Blue Cross/Blue Shield would at no time engage in classic union busting activity.

I am confident that you will investigate this matter and I thank you for your attention.

Sincerely,

A handwritten signature in cursive script, appearing to read "Paul", is written above the typed name.

Paul L. Devlin
President

c: Arthur Osborn ✓
James Mahoney
PLD/dc

Subscription price, Five Dollars per Annum in Advance.
Single Copies, Fifteen Cents.

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THE JOURNAL OF THE AMERICAN MEDICAL ASSOCIATION
PUBLISHED WEEKLY
JAN 12 1914

Saunders Hotels

64 Arlington Street, Boston, Massachusetts 02117

Peter Van Kleeck
President and
Chief Operating Officer

(617) 426-2010
Telex 940107

October 8, 1987

Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

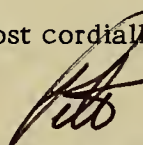
Dear Arthur:

I enjoyed very much the recent issue of The Boston Business Journal with your interview on page 2.

I'm not sure whether you wanted another copy, but one is enclosed. It was great exposure for you, and sending you this letter gives me the opportunity to again thank you very much for all your support for Saunders Hotels and particularly the Boston Park Plaza. We very much enjoy our relationship with you personally and with the Massachusetts AFL-CIO. This week will be a busy one for both of us, and I hope your meetings will be productive.

Best regards,

Most cordially yours,



Peter Van Kleeck

PVK:mcl
Enclosure

Saunders Hotels Company, Inc.

The Boston Park Plaza Hotel • The Plaza Towers • The Lenox Hotel • The Plaza Castle • The Copley Square Hotel
Hartford: The Bradley International Airport Ramada Inns



LABOR NEWS

&
Commentary

Thomas C. Deary • P.O. Box 6394 • Nashua, N.H. 03062 • (603) 889-5986

DATE 9/30/87

C
To: Arthur

Subject: Like the next guy I enjoy getting complimentary letters. The one enclosed would not have been possible without the cooperation of trade unionist like yourself, and many others, who believe in the idea of closer communication with the membership.

I wanted to share this letter with you since you were an important part of making it possible. I look forward to working with you as we go forward to build one of the finest, first quality labor newspapers in the country.

In Solidarity,

Tom



A Newsletter for the Times . . .

Union Co-operative Publishing Company

P. O. Box 655, 53141
Kenosha, Wisconsin

Office: 1008 - 56th Street, 53140

Joseph A. Schackelman

Publisher and General Manager

Call (414) 657-6116



Publishers of offset NEWSPAPERS, MAGAZINES and SUPPLEMENTS

Thomas C. Deary, Publisher/Editor
Labor News & Commentary
PO Box 6394
Nashua, NH 03062

Brother Thomas,

You continue to amaze me. According to everything I have heard and read, you have done some fine spade-work. Your publication is well grounded. Believe me, you will run up against some critics (which might even be useful) but remember: what you have already accomplished is excellent.

According to my sources, your new publication will serve a market that needs it badly. I speak here of both a market for your editorial work as well as a market for the circulation and advertising to help your publication financially.

My offer stands. I have been a professional journalist since 1959 when I graduated from the University of Wisconsin School of Journalism. (Since that time I picked up both a Master's and a PhD.) For the last 15 years I have been the Publisher and General Manager of this firm which publishes The Kenosha Labor and The Racine Labor (both weeklies--and both doing pretty well despite some rocky periods). Personally I have won over 30 awards in Journalism. Most importantly I have done frequent newspaper consulting work. When called upon by a labor publication I will work at no charge. In light of what you have already accomplished, I don't know if I can advise you on anything you don't already know. However, for anything you need, please call me first. I am at your service.

Hang in there buddy. The movement needs you.

Fraternally,

Joseph A. Schackelman
Publisher & General Manager

JAS/2



Professional Fire Fighters of Massachusetts

Affiliated with
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS AFL-CIO-CLC
and
MASSACHUSETTS STATE LABOR COUNCIL AFL-CIO

130 Bowdoin Street, Suite 710
Boston, Massachusetts 02108
Tel 523-4506 — 523-4507

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69 Silver St.
Randolph, Mass. 02368
Telephone 963-1524

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ROBERT P. GNOZA



October 8, 1987

John Larkin Thompson, President & CEO
Blue Cross/Blue Shield of Massachusetts
100 Summer Street
Boston, MA 02110

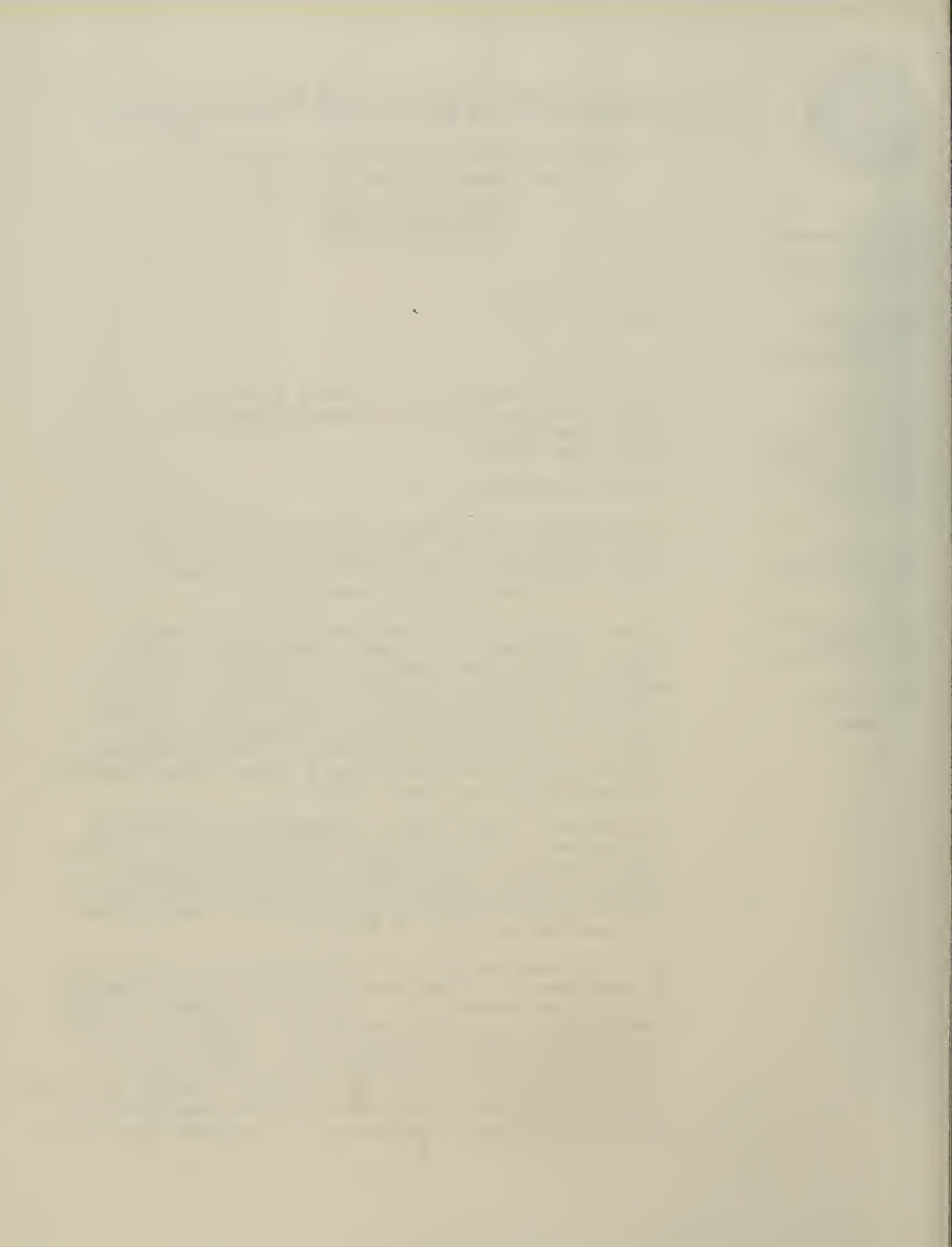
Dear Mr. Thompson:

Our brothers and sisters in the house of labor have brought to our attention, the efforts by some of your employees, to organize themselves as a unit to represent their interests.

We may refer to this employee unit as a union, labor organization or some other term; however, regardless of their collective identity, these employees remain the same efficient, hard working and loyal workers of your company. But, by their selection and recognition as a bargaining unit, issues that have long plagued the labor-management climate, may be addressed in a forum, where employer and employee have equal voice.

Ultimately, a good labor-management relationship will prove most beneficial to both sides. If Blue Cross/Blue Shield management fears the right of their employee to organize themselves, then it must fear the Constitution of this country and the men who enacted our Bill of Rights.

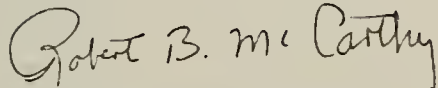
In this commonwealth, it is unlawful for employers or employees to interfere with the rights of workers to organize themselves. This does not mean however, that organizing activities should disrupt the work environment during working hours. And, there are times when zealous employees act improperly, in their quest for fairness and justice. These incidents are rare and cannot be condoned. Neither can subversive actions by employers, if and when they occur.



John Larkin Thompson, President & CEO
Blue Cross/Blue Shield of MA
October 8, 1987
Page 2.

We urge you to refrain from any employer actions against employees who lawfully exercise their right to join a union. In turn, you may receive more respect and cooperation than you would probably expect.

Very truly yours,



ROBERT B. MCCARTHY,
President



PAUL M. LESTAGE,
Secretary-Treasurer

RBM:PML:e

cc: Donald F. Sullivan, Local 6
cc: Arthur Osborn, President Massachusetts AFL-CIO



Douglas H. Dority
International Vice President
International Director of Organizing

Joseph J. DiFlumera
Special Assistant to the
International Director
of Organizing

October 9, 1987

Senator Thomas C. Norton
Room 540
State House
Boston, MA 02133

Dear Senator Norton:

It has been brought to my attention by the Presidents of the U.F.C.W. Local Unions #1459, #1445, #592, #328, as well as International Vice President Robert Petronella, Regional Director of New England, that Charter Ventures has committed to construct all TeleTheaters by Union tradesmen. In addition, they have committed going 100% Union inside each and every location.

As you may be aware, the voters of Chicopee, Massachusetts voted overwhelmingly in favor of the TeleTheater in their city as did the House (180 to 60). On behalf of the 1.8 million U.F.C.W. members, I am requesting that both you and your colleagues support HB5931.

Please feel free to request support from our Union anytime you need such. Thank you in advance for the support, guidance and cooperation I feel sure you'll give this request.

Sincerely yours,

Joseph J. DiFlumera
Special Assistant to the
International Director of
Organizing

JJD/map

cc: Int. Vice Pres., Robert Petronella
Arthur Osborn, Pres. Mass State AFL-CIO
Steven C. Souza, Pres. Fall River, AFL-CIO
Machie LaGrosta, Pres. Brockton, AFL-CIO
Giro Cardinol, Pres. Norfolk, AFL-CIO
Local #1459, 1445, 592 & 328



October 7, 1987

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

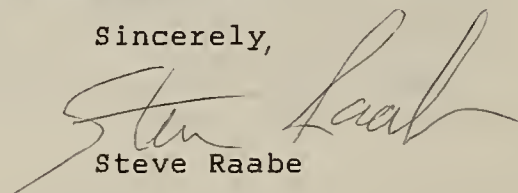
Dear President Osborn:

Please let me take this opportunity to let you know how much I enjoyed working with you during my one and one-half years at Frontlash. As Joel Klaverkamp has previously written, I am leaving Frontlash to join the Albert Gore Presidential campaign. Beginning this week I will be working as Senator Gore's South Dakota Director for that state's February 23rd primary.

Although leaving Frontlash is difficult for me, my replacement, Karin Green, makes the transition much easier. Karin is an extremely capable person who has been working with Frontlash for over a year in a programmatic role. As administrator, she will bring an eye for financial detail and an awareness of the solid partnerships we have built with the state federations.

It has been a pleasure working with you and I hope we will have that opportunity again soon.

Sincerely,



Steve Raabe



Labor Affairs Office
173 Worcester Street
Wellesley, Massachusetts 02181
617/956-3178
617/956-3169

November 5, 1987

Arthur Osborn, Pres.
Mass AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur

In cooperation with the United States Olympic Committee, Blue Cross and Blue Shield of Massachusetts has made a major commitment to support the United States 1988 Olympic team and encourage the participation of outstanding young athletes in the Olympic games. The goal in Massachusetts is to raise \$500,000.

Nationally, the Blue Cross Blue Shield Association has made major financial commitments to the USOC in addition to insuring the entire United States Olympic team for both Calgary and Seoul.

Locally the major fund raising event will be held on January 13, 1988 at the Boston Park Plaza Hotel. This Olympic Dinner-Olympic Pride-A New England Tradition-will be hosted by Blue Cross and Blue Shield along with WCVB-TV, for over one thousand guests. Each guest will be treated to an opportunity to meet with both former Olympians and Olympic hopefuls as well as many other sports celebrities.

Channel 5 will produce a live special salute to those in attendance.

John Larkin Thompson (BCBS), S. James Coppersmith (WCVB-TV) and Mike Eruzione (1980 Gold Medalist) will act as the official hosts of the evening.

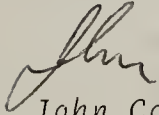


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Main body of the page containing faint, illegible text, likely a list or index of items, organized in columns.

I am hopeful that Organized Labor in Massachusetts will be represented at this fund raiser. Please feel free to contact me with any questions.

Sincerely

A handwritten signature in cursive script, appearing to read "John Coughlin".

John Coughlin
Director

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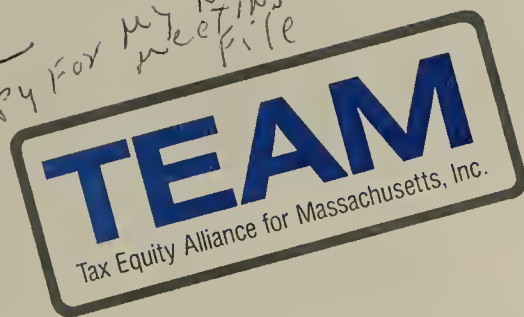
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Copy for my new meetings file



29 Temple Place
5th Floor
Boston, MA 02111

617 292 4800

426-1228
(direct line)

TO: Arthur Osborn
FR: Jim Braude
RE: Newton "underride" & more
DA: 11-8-87

I'm writing to thank you for your letter to members of the AFL-CIO living in Newton. As I'm sure you are aware, the victory was overwhelming and the people from the Coalition for Newton with whom we've been working say that the turnout from working class neighborhoods was the key. Clearly, your letter was crucial.

On another topic: I've enclosed for your information a copy of the lawsuit we filed earlier this week challenging the constitutionality of the ballot question tax cap. I'm also including a representative sampling of the press coverage of the suit.

Once again, thanks for your help.

cc: John Loughlin

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* Org. for ID only

Executive Director
James S. Braude

MADE IN U.S.A.



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AMHERST • BOSTON • WORCESTER

INSTITUTE FOR LABOR AFFAIRS
55 LAKE AVENUE NORTH
WORCESTER, MA 01605
(617) 793-1126
793-1127

November 13, 1987

Mr. ARthur Osborn, President
Mass. State Labor Council, AFL-CIO
6 Beacon Street
Boston, Massachusetts 02108

Dear Arthur:

This is to inform you that on November 28, 1987
I am retiring from my administrative and teaching
position at the University of Massachusetts,
Institute for Labor Affairs.

It has indeed been a pleasure to work with you
in the past and in the event you wish to contact
me for any future service on or after December,
1987 I can be reached at:

Joseph P. Lanzilli
2 Tory Drive
Shrewsbury, Ma. 01545
Tel. 617-845-6387

Sincerely,

Joseph P. Lanzilli

*Will see you
at the mutual trades
conference in Worcester*



VAPPI & COMPANY, INC., BUILDING CONSTRUCTION 240 SIDNEY STREET, CAMBRIDGE, MASSACHUSETTS 02139, (617) 661-8200

VINCENT P. GORI
VICE PRESIDENT

November 16, 1987

Massachusetts AFL-CIO Council
Eight Beacon Street
Boston, Massachusetts 02108

ATTENTION: MR. ARTHUR OSBORNE
President

RE: BUILDING RENOVATIONS
44-46 Temple Place
Boston, MA

Gentlemen:

Because the time required by the specifications is now long past, we are unable to hold to our quotation for the above project beyond December 1st. We cannot guarantee that subcontractors would commit to their quotations thereafter.

After December 1st we will require a one percent per month adjustment to our quoted price until an agreement to start the work has been executed.

We very much regret the delay on the project.

Very truly yours,
VAPPI & COMPANY, INC.

A handwritten signature in blue ink, appearing to read "Vincent P. Gori".

Vincent P. Gori

VPG/jet

cc: William Rowe, William Rowe Associates
Robert Haynes, AFL-CIO
EAH; JEF

VAPPI



The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES
STATE HOUSE, BOSTON 02133

THEODORE J. ALEIXO, JR.
3RD BRISTOL DISTRICT
TAUNTON

Committees on
Taxation
Criminal Justice

TELEPHONE
STATE HOUSE 722-2055

November 9, 1987

Mr. Arthur R. Osborn, President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

Thank you for your recent letter apprising me of your interest and that of your members in House Bill 5835 relative to the definition of a voter registration session.

I am pleased to inform you that I share your views completely on this issue. I strongly support the concept of allowing voters to register in a city or town other than their own. I also feel the current provision of a ten-voter petition is a needless and cumbersome requirement which runs contrary to the spirit of the law which is to make voter registration easier for the citizens of this Commonwealth. At the same time, it is completely unfair--in my estimation--to put election officials in a position of being cited for illegal behavior for carrying out a policy clearly intended by the Legislature. Therefore, you may rest assured that I shall support House 5835 and I shall urge my colleagues to do the same.

I appreciate your taking the time to make me aware of your views on this matter and hope you will continue to do so in the future.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "Theodore J. Aleixo, Jr.", written over the typed name and title.

THEODORE J. ALEIXO, JR.
State Representative

TJA/11

Memorandum of Understanding



1. The purpose of this Memorandum of Understanding is to establish a framework for cooperation between the United Nations and the Government of the State of Palestine.

2. The parties to this Memorandum of Understanding are:

3. The United Nations, represented by the Secretary-General, and the Government of the State of Palestine, represented by the Prime Minister.

4. The parties agree to cooperate in the following areas:

5. The parties agree to establish a joint working group to monitor the implementation of this Memorandum of Understanding.

6. The parties agree to hold regular meetings to discuss the progress of the implementation of this Memorandum of Understanding.

7. This Memorandum of Understanding is signed in the city of Ramallah on the 15th day of May 2000.

8. The parties agree to keep this Memorandum of Understanding confidential.

9. The parties agree to sign this Memorandum of Understanding in the city of Ramallah on the 15th day of May 2000.